



PARKFIELD PRIMARY SCHOOL
ASSISTANT HEADTEACHER PERSON SPECIFICATION

Specification	Essential	Desirable	Evidence
1. Qualifications	<ul style="list-style-type: none">Qualified teaching status	<ul style="list-style-type: none">Evidence of further professional study	Application form
2. Experience	<ul style="list-style-type: none">Minimum 2 Years teaching experience in EYFS/KS1Understanding and awareness of current educational developments and implications of relevant education legislation	<ul style="list-style-type: none">Experience of working within a school leadership teamExperience in more than one primary settingExperience of working with complex SEND children & their families	Application form
3. Skills and Knowledge	<ul style="list-style-type: none">A clear understanding of the EYFS framework and National CurriculumKnowledge of a range of assessment techniquesCompetent user of ICT	<ul style="list-style-type: none">Excellent knowledge and understanding of Read, Write IncAbility to interpret national and local trends and data at school level	Application form and interview
4. Teaching and Learning	<ul style="list-style-type: none">Consistently good/outstanding classroom practiceEvidence of a positive impact made in KS1Ability to identify constituents of good/outstanding teaching and learning and to develop these in othersEvidence of commitment to developing and maintaining a positive learning environmentA thorough understanding of positive behaviour management and effective behaviour management skillsWillingness and ability to teach across infant classes (EYFS, Y1 and Y2)	<ul style="list-style-type: none">Evidence of understanding and practice in the use of data to drive up standards of pupil achievement, particularly the tracking of pupil progress.Evidence of a positive impact made in EYFSExperience in developing the teaching of colleagues	Application form and interview

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5. Leadership and Management	<ul style="list-style-type: none"> • Ability to communicate a clear vision for improving standards • Ability to demonstrate a clear commitment to inclusion • Ability to challenge and support colleagues • Commitment to continuing professional development • Ability to motivate and inspire a team of people 	<ul style="list-style-type: none"> • Experience of team leadership • Experience of managing change • Experience of leading staff INSET 	Application form and interview
5. Personal Qualities	<ul style="list-style-type: none"> • Commitment to high standards and continuing improvement • An understanding and commitment to equality and inclusion principles and practice • Awareness and understanding of transition issues • High expectations of pupil attainment, personal development and conduct • Ability to communicate effectively both orally and in writing with a wide range of audiences • Ability to work on own initiative, prioritising and managing time effectively • Confidence, enthusiasm and resilience • Good sense of humour • Ability to meet deadlines set 		Application form and interview
6. Community and stakeholders	<ul style="list-style-type: none"> • Ability to work with and gain the support of external agencies • Ability to gain the confidence and support of parents and wider community • Commitment to working in partnership with governors 		Application form and interview