



Assistant Headteacher & Curriculum Lead – Person Specification

Please address the aspects under the headings below in your supporting statement in the format requested on the LDBS application form.

	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of Continuing Professional Development relating to school leadership/curriculum development 	
Experience	<ul style="list-style-type: none"> • Successful leadership experience to at least Phase Leader level • Successful teaching experience within the Primary age range • Leading a school with a distinctive Christian character 	<ul style="list-style-type: none"> • Advanced Skills/Leading Practitioner status • Working in leadership collaboratively within a partnership of schools • Leading whole school improvement as a SENDCO to establish and sustain culture and practices that enable pupils with SEND to access the curriculum and learn effectively
Strategic Leadership	<ul style="list-style-type: none"> • Ability to provide clear educational vision and direction • Ability to inspire and motivate others • Some level of involvement with school improvement planning • Some involvement in monitoring and evaluation procedures • Ability to work in partnership with senior leaders and governors • Ability to set challenging targets for children and staff • Ability to analyse and use pupil data on attainment and progress to raise standards 	<ul style="list-style-type: none"> • Use of assessment data management systems to improve standards • Secure knowledge of the Ofsted Framework • Secure knowledge of the SIAMS schedule
Leading Teaching and Learning	<ul style="list-style-type: none"> • Understand the principles of effective teaching and learning • Successful experience of monitoring, evaluating and improving the quality of teaching, learning and assessment • Understanding the role and impact of assessment in children's learning • Secure knowledge of statutory requirements relating to curriculum and assessment • Experience of leading curriculum innovation • Successful experience of developing effective learning behaviours 	<ul style="list-style-type: none"> • Successful experience of integrating British values into school life

Leading and Managing Staff	<ul style="list-style-type: none"> • Ability to lead, manage and motivate across the school community • Ability to establish positive working relationships • Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams • Successful experience of identifying the need for, and leading, in-service training 	<ul style="list-style-type: none"> • Experience of working with Governors • Significant experience of taking a lead role in performance management of staff including leading lesson observations • Experience of dealing with staff when performance gives cause for concern
Managing Resources	<ul style="list-style-type: none"> • Experience of managing resources within an agreed budget 	<ul style="list-style-type: none"> •
Personal Skills and Qualities	<ul style="list-style-type: none"> • Empathy with children • Strong commitment to raising standards • High expectations of self and others • Ability to establish and maintain positive relationships, including with parents • Ability to remain positive and enthusiastic, including when under pressure • Good communication skills • A belief in the potential of every pupil to achieve. • Motivation to continually improve standards and achieve excellence. • Commitment to the safeguarding and welfare of all pupils and staff. • Excellent attendance and punctuality 	<ul style="list-style-type: none"> • Effective computing skills for both teaching and management