Kensington Primary School
Person Specification

Post Assistant Head Teacher
Scale: L8-L12

Evidence will be gathered from letter of application, references, interview and tasks.

Attributes	Requirement	
	Essential	**Desirable**
Qualifications and Training	• Qualified Teacher status • Evidence of recent professional development • DBS • Specific leadership experience/ qualifications/ CPD	• Whole school leadership experience
Experience and Skills	• High level of expertise in teaching and learning including end of phase assessment • An up-to-date knowledge of effective strategies and techniques for raising pupil attainment generally including different groups of pupils such as SEND, EAL • Active involvement in the development of school policies • Experience of a range of summative and formative assessment procedures	• Experience of working across the primary phase • Experience of SATs • Experience of leading and managing within a school • Experience and knowledge of leading assessment or CPD • Experience of curriculum development • Experience of building partnerships
Professional Development	• Active involvement in recent and relevant CPD	• Training in leadership and management issues and skills
Planning	• Knowledge and experience of school development planning • Ability to create and develop medium term plans	• Strategic management skills
Data analysis	• Experience of target setting • Ability to interpret and act on external and internal datasets	• Ability to analyse external and internal datasets • Ability to prepare management information reports

Improving teaching and learning	• An excellent classroom practitioner able to lead by example • Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning to include cross curricular and skills focused learning. • Knowledge and understanding of ICT for learning and leadership/management	• Experience of organising/delivering teacher or support staff training • Experience of undertaking performance management • Experience of supporting whole school behaviour management • Experience of observing and evaluating the quality of learning and teaching • Experience of mentoring or supporting colleagues
Working with People	• Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner • Able to build team capacity • Able to establish credibility with all staff • Able to establish positive relationships with parents, carers and governors	• Experience of working with other agencies or organisations
Resource Management	• Proven ability to maximise resources	• Able to maximise potential of all staff • Knowledge and understanding of management procedures
Knowledge of education	• Vision of education in a wider context than a single school	• Experience of wider reading and educational issues
Key skills, qualities and attributes	• High expectations and a commitment to raising standards of attainment • Commitment to equal opportunities and equal value for students and colleagues • Resilient, cheerful and positive • Able to embrace change and help others to manage the change process • Good organisational and personal management skills • Able to work effectively as part of teams at all levels • Commitment to safeguarding procedures	• Able to work independently and proactively