**A close up of a sign

Description automatically generated**

**‘Learning together through love, friendship, forgiveness and faith.’**

**St Michael’s CE Primary School**

**PERSON SPECIFICATION – ASSISTANT HEADTEACHER**

At St Michael’s Church of England Primary School, we aim to be an inclusive and motivating environment where:

* we facilitate opportunities so every child can flourish in a place where they feel safe, **happy and confident**.
* staff **well-being** and professional development is valued and supported in order to fulfil their roles, inspire others and experience personal **fulfilment**.
* the school provides facilities that enables an **optimum learning environment**.
* the **school plays a central role within our community** and enjoys strong **links with the church, local companies, charities and other schools.**
* we create a culture of vigilance to safeguard all children

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| **ASSISSTANT HEADTEACHER – Teaching & Learning + subject leadership**  *This post offers an exciting opportunity to work alongside the headteacher to continue to develop the school at an exciting time.* | | | **ESSENTIAL/ DESIRABLE** |
| **A** | **QUALIFICATIONS & TRAINING** | 1. Qualified Teacher Status 2. Educated to a degree level 3. Evidence of recent professional development relevant to the post | 1. Essential 2. Essential 3. Essential |
| **B** | **EXPERIENCE RELEVANT TO THE POST** | 1. A minimum of 5 years successful primary teaching experience with a track record of outstanding teaching 2. Recent, significant and successful teaching experience across Key Stage 1 and 2 3. Successful experience of developing and monitoring a core curriculum area 4. Proven successful experience of improving the quality of teaching and learning throughout the school through monitoring and support 5. Experience of working successfully in partnership with parents and the wider community 6. Experience of leading, developing and motivating staff in order to secure school improvement 7. A proven track record of raising attainment 8. Experience of leading staff professional development training | 1. Essential 2. Desirable 3. Essential 4. Essential 5. Essential 6. Essential 7. Essential 8. Essential |
| **C** | **KNOWLEDGE AND UNDERSTANDING** | 1. Good understanding of the most recent Ofsted Inspection Framework regarding the quality of the education, behaviour and attitudes, personal development and leadership 2. Good understanding of effective strategies for gaining and maintaining high standards of behaviour 3. Up to date knowledge and understanding of the primary curriculum 4. A secure understanding of how assessment can improve learning 5. Knowledge and understanding of statutory requirements concerning safeguarding, equal opportunities and health and safety | 1. Essential 2. Essential 3. Essential 4. Essential 5. Essential |
| **D** | **APTITUDES & SKILLS** | 1. Ability to listen to, reflect and act on feedback from stakeholders as appropriate 2. Ability to communicate effectively and concisely (orally and in writing) 3. Ability to work effectively under pressure, to prioritise appropriately and meet deadlines 4. Ability to work as part of a team and build positive relationships with colleagues 5. Effective use of ICT to support learning and communication 6. Commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the school community 7. Commitment to ongoing professional development and personal learning | 1. Essential 2. Essential 3. Essential 4. Essential 5. Essential 6. Essential 7. Essential |
| **E** | **PERSONAL QUALITIES** | 1. Be sympathetic to the vision and values of a Church of England school and actively contribute to its Christian ethos 2. Possess a genuine empathy with children and firmly believe their voice is essential in school development 3. Be able to embrace and lead change and initiatives inspiring stakeholders to follow 4. Be energetic and enthusiastic with the ability to inspire others 5. Be approachable and possess integrity 6. Ability to think strategically | 1. Essential 2. Essential 3. Essential 4. Essential 5. Essential 6. Essential |

**All offers of appointment are subject to:**

* **Satisfactory medical clearance.** All successful candidates complete a medical questionnaire and may be required to pass a medical examination
* **Satisfactory references**. One of which should be your line manager in your present or most recent employment.
* **Confirmation of correct National Insurance number** through checks with the relevant government agencies.
* **Enhanced Disclosure and Barring Service clearance**
* **Evidence of qualifications** detailed on your application form.