

Farnborough Road Junior School

Assistant Headteacher-Person Specification

| | Essential | Where will the criteria be measured? AF-App Form A- Assessment I-Interview | Desirable | Where will the criteria be measured? AF-App Form A- Assessment I-Interview |
|-------------------------------|---|--|---|--|
| Education and Training | <ul style="list-style-type: none"> To be a qualified primary teacher Appropriate phase training | AF AF | <ul style="list-style-type: none"> Evidence of further professional development e.g. NPQH, Leading from Middle, NPQML, NPQSL | AF |
| Work Experience | <ul style="list-style-type: none"> Expertise/leadership in at least one subject/area At least 5 years experience teaching in Key Stage 2 | AF/I AF | <ul style="list-style-type: none"> Experience of teaching at different key stages SLT experience Experience of managing whole school issues Experience of more than one school Experience of supporting ECTs | AF AF/I AF/I |
| Skills and Abilities | <p>Management</p> <ul style="list-style-type: none"> Experience of contributing to the School Improvement Plan Experience of curriculum leadership Ability to establish and review targets and make decisions Ability to manage a budget Ability to communicate with staff, parents, the community and relevant external agencies Ability to relate to and work with others as a member of a team <p>Leadership</p> <ul style="list-style-type: none"> The ability to lead an area of the curriculum Ability to lead teams of staff | AF/I AF/I AF/I AF/I AF/I AF/I | <ul style="list-style-type: none"> Experience of managing change Experience of developing and reviewing the curriculum <ul style="list-style-type: none"> Experience of a leadership role in the delivery of the school's staff improvement plan, including performance management Experience of a leadership role in the evaluation of quality and standards in the school Experience in a leadership role with regard to discipline and pastoral care | AF/I AF/I AF/I |

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| Special Knowledge | <ul style="list-style-type: none"> • Knowledge of current developments with regard to the primary curriculum • An understanding of the process of learning • An understanding of continuity and progression in learning | AF/I AF/I AF/I | <ul style="list-style-type: none"> • Experience analysing data on a whole school basis. | |
| Personal Qualities | <ul style="list-style-type: none"> • Ability to relate well to children and adults • Ability to lead and influence others | Assessment (teaching observation) AF/I | | |
| Approach to work | <ul style="list-style-type: none"> • Evidence of high motivation and excellent classroom practice as a teacher • Commitment to the safeguarding of children • A commitment to good quality and high standards • Evidence of commitment to involving parents as partners in education • Commitment to the role of Governors • Commitment to equal opportunities | Assessment (teaching observation) AF/I AF/I AF/I AF/I | | |