



SPINNEY AVENUE PERSON SPECIFICATION ASSISTANT HEADTEACHER

Faith Commitment	Essential/ Desirable
Full and active member of a church in membership of Churches Together in England.	D
To be able to Lead school worship.	E
To be able to demonstrate ways of developing religious education and worship.	E
To be able to demonstrate a commitment to strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the Christian ethos of the school.	E
To be able to demonstrate how relationships should be fostered and developed between the school, local Church and its community and Diocese of Liverpool.	E
Qualifications	
Leadership Qualification	D
Qualified Teacher Status	E
Professional Development	
Evidence of appropriate professional development for the role of assistant headteacher.	E
Evidence of recent leadership and management professional development.	E
Has successfully undertaken appropriate Child Protection training.	E
School leadership and management experience	E
A highly motivated, energetic and enthusiastic team leader who is approachable and promotes positive relationships.	E
Substantial and current experience as a senior leader in a primary school.	E
Active and effective leadership of a team / key stage/ curriculum area/ department.	E
Be able to demonstrate successful/effective leadership in a school in a similar community / facing similar challenges.	E
To have taken an active involvement in school self-evaluation and development planning.	E
To have implemented and developed a whole school initiative.	E
To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff).	E
To have had responsibility for policy development and implementation.	E
Ability to cope with pressures of a demanding leadership position.	E
Experience of managing people and resources.	E
Experience and knowledge of teaching	
A proven track record as an excellent, creative KS2 teacher who motivates and inspires children.	D
Experience of teaching in more than one school.	E
Experience of teaching in a school in similar circumstances/ serving a similar community.	D
To have taught in at least 2 Key Stages (EYFS/KS1/KS2).	E
Significant teaching experience within the primary phase.	E
To have a knowledge and understanding of all 3 Key Stages in the primary phase.	E
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses.	E



To be able to exemplify how the needs of all pupils have been met through high quality teaching.	E
Responsibility for developing, monitoring and evaluation all aspects of school provision.	D
Professional Attributes	
Demonstrate an understanding, awareness and empathy for the needs of the pupils and how these could be met.	E
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E
Excellent written and oral communication.	E
Ability to communicate orally and in writing to a wide range of audiences.	E
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E
Have an excellent attendance record.	E
To be able to demonstrate an understanding of strategies required for improving the quality of teaching and learning.	E
To be able to demonstrate an understanding of strategies for school improvement and raising standards of achievement.	E
Professional Skills	
Effective interpersonal, communication and presentation skills.	E
Demonstrate optimistic personal behaviour, positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local Church and wider community.	E
Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them.	E
Communicate compellingly the school's vision and drive the strategic leadership, empowering all pupils and staff to excel.	E
Pupils and Staff	
Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.	E
Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care.	E
Create an ethos based on Christian values within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.	E
Ability to act as a role model of good classroom practice and model effective strategies for staff.	E
Hold all staff to account for their professional conduct and practice.	E
Commitment to providing an excellent learning environment appropriate to the need and ability of all pupils.	E
Systems and Process	
Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity, within a Christian context.	E
Within the school's Christian ethos, provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing	E



their exemplary behaviour in school and in the wider society.	
Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.	E
Effective administration and organisational skills.	E
Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.	E
The Self-improving school system	
Develop effective relationships with fellow professionals, parents/carers, the Church community and colleagues in other public services to improve academic and social outcomes for all pupils.	E
Shape the current and future quality of the teaching profession through high quality training and sustained professional development of all staff.	E
Personal Qualities	
Inspire, challenge, motivate and empower teams and individuals to achieve high goals.	E
Be approachable, person centred.	E
Demonstrate impact and presence.	E