



# Red Rose Primary School

*Aim High Be Proud*



## Red Rose Primary School

*Assistant Headteacher*

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

**Aim High Be Proud**

Respect   Excellence   Determination   Responsibility   Opportunity   Support for Others   Equality

[www.redroseprimaryschool.com](http://www.redroseprimaryschool.com)

Category	Essential	Desirable	Where Identified
<b>Application Form and Supporting Letter</b>	<ul style="list-style-type: none"> <li>Completed Durham County Council Teaching Application Form</li> <li>Fully supported in references</li> <li>Well-structured supporting letter indicating evidence of impact in attainment and progress that has resulted in sustained improvement in pupil achievement (No more than 1000 words)</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Evidence of further study - this could be ongoing and/or Further Professional Qualifications</li> <li>Willingness to complete the SENCO NPQ (if required)</li> </ul>	NASENCO qualification	<ul style="list-style-type: none"> <li>Application Form</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Outstanding classroom practitioner with a good knowledge and understanding of how children learn</li> <li>Successful experience at curriculum leadership level within a primary school</li> <li>Experience of successful and co-operative working as a member of a team</li> <li>Experience of the successful leadership of change</li> <li>Experience of improving the skills of other practitioners</li> <li>Experience of promoting safeguarding procedures in a school</li> </ul>	<ul style="list-style-type: none"> <li>A range of leadership, management and teaching experience in more than one context.</li> <li>Teaching experience in more than one Key Stage.</li> <li>Working in a strategic capacity with children with SEND</li> <li>Experience of working with external agencies and professionals</li> <li>Experience of working with the school community to develop engagement.</li> <li>Handling of referrals and associated assessments</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Evidence</li> <li>References</li> <li>Interview</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Curriculum management that has resulted in successful change and effective practice</li> <li>Experience of planning and managing high quality training and sustained professional development</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>

	<ul style="list-style-type: none"> <li>Significant contribution and evidence of impact to the professional development of other colleagues in school</li> </ul>		
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively in a variety of situations</li> <li>Ability to lead by example with integrity, creativity, resilience and clarity</li> <li>Proven leadership skills</li> <li>Ability to promote an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other</li> <li>Curriculum management – planning, delivery and assessment</li> <li>Ability to analyse and evaluate school self-evaluation processes including the use of external and internal data in order to accurately prioritise strategic leadership objectives</li> <li>Ability to initiate and lead change by inspiring and influencing others</li> <li>Experience, knowledge and understanding of education partnerships</li> <li>Ability to demonstrate enthusiastic, sensitive, resilient, non-judgemental and appropriate focused leadership whilst working with others</li> <li>Ability to promote high quality care, guidance and support for pupils and parents</li> <li>A clear vision and understanding of the needs of all pupils in order to close gaps in achievement</li> <li>Detailed knowledge of the structure and content of the current primary and Early Years curriculum</li> <li>Understanding and knowledge of current issues in education</li> </ul>	<ul style="list-style-type: none"> <li>Have a clear understanding of the EYFS framework and the National Curriculum.</li> <li>Significant experience in teaching &amp; assessment moderation processes</li> <li>Experience is managing staff teams including experience in holding others to account to improve standards</li> <li>Understanding the value of outdoor learning</li> <li>In depth knowledge of child development</li> <li>Specific areas of subject expertise and interest to further strengthen our curriculum offer.</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview process</li> </ul>

	<ul style="list-style-type: none"> <li>Understanding and knowledge of SEND Code of Practice</li> </ul>		
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community</li> <li>Flexibility and adaptability in order to be able to mix with a wide range of people</li> <li>Prioritise work</li> <li>Ability to delegate</li> <li>Positive and optimistic approach</li> <li>An ability to have challenging professional conversations with staff members to drive school improvement and raise standards</li> <li>Commitment to effective and inclusive educational practice.</li> <li>A forward-thinker, able to work independently and as part of a team</li> <li>Ambitious and committed to their own professional development.</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview process</li> </ul>

*Any relevant issues arising from references will be taken up at interview.*

*This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.*

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