

PERSON SPECIFICATION – Assistant Head Teacher/Early Years Lead

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
▪ Qualified Teacher Status	E	Application form/Interview/Task (if applicable)
▪ Relevant Degree or equivalent	E	
▪ SEND Qualifications	D	
Knowledge & Experience	Essential/Desirable	How Identified
▪ Knowledge and experience in EYFS with evidence of outstanding teaching and learning and consistently high standards	E	Application form/Interview/Task (if applicable)/References
▪ Established and evidenced practice as a good / outstanding teacher	E	
▪ Evidence of a commitment to own professional development	E	
▪ Sound knowledge and experience in delivering Read Write Inc effectively	D	
▪ Ability to contribute to the professional development / mentoring of colleagues, as required	E	
▪ Evidence of high achievement in teaching across the age range	E	
▪ A clear understanding of child development which informs teaching	E	
▪ In-depth knowledge and understanding of national primary strategies and research-based approaches in EYFS	E	
▪ Leadership and management experience in EYFS	D	
▪ Strong behaviour management skills, informed by an understanding of child development	E	
▪ An ability to take the lead role in innovative curricular development	E	
▪ An understanding of curriculum and pedagogical issues in relation to EYFS	E	
▪ Creative and stimulating teaching strategies which engage and motivate pupils	E	
▪ Knowledge of the principles of good practice and relating to staff supervision	E	
▪ An ability to identify problem areas and suggest appropriate measures for improvement	E	

Skills & Key Criteria	Essential/Desirable	How Identified
▪ Proven ability to raise standards in classrooms	E	Application form/Interview/ Task (if applicable)/ References
▪ An understanding of the components which comprise outstanding teaching and learning	E	
▪ Use of assessment information to improve own practice and raise standards	E	
▪ Effective use of different strategies to promote good learning relationships and high rates of progress in an inclusive environment	E	
▪ Use of intervention strategies to address identified issues for individual pupil development and progress	E	
▪ Awareness of the latest developments and initiatives in education	E	
▪ Developing high quality learning strategies and monitoring learner progress to raise attainment	E	
▪ Working effectively as a Mentor, when required	E	
▪ Effective use of Assessment for Learning to engage learners as active participants in their learning	E	
▪ Ability to contribute to curriculum development	E	
▪ Ability to plan and resource effective learning programmes and lessons to meet curricular objectives and individual pupils needs	E	
▪ Ability and willingness to contribute to school and Academy wide planning activities	E	
Personal Attributes	Essential/Desirable	
▪ Excellent interpersonal and communication skills	E	Application form/Interview/ Task (if applicable)/ References
▪ The ability to foster positive professional relationships and work effectively with teaching staff of varying experience	E	
▪ Highly motivated with an ability to show resilience whilst working with competing demands	E	
▪ Have a commitment to making a difference in the lives and outcomes of students through education.	E	
▪ Ability to travel to multi-site locations across the Trust	E	
▪ Flexible, reliable, enthusiastic and patient	E	
▪ Able to take control, lead and manage situations	E	
▪ Ability to persuade and influence others	E	
▪ Demonstrate leadership qualities e.g., assertiveness, confidence, etc	E	
▪ An ability to manage and prioritise a demanding workload, and that of others, if necessary	E	

▪ An ability to manage change and stress as a member of the Senior Leadership Team	E	
▪ A high level of accuracy and attention to detail	E	
▪ Excellent time management skills and organisation	E	
▪ An ability to model good practice and engage in self-reflection	E	
▪ An ability to think strategically and manage problems	E	
Equal Opportunities	Essential/Desirable	How Identified
▪ Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application form/Interview/Task (if applicable)/References
▪ Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
Safeguarding	Essential/Desirable	How Identified
▪ A comprehensive understanding of the crucial role of safeguarding within school and a commitment to the protection and safeguarding of children and young people	E	Application form/Interview/Task (if applicable)
▪ Trained DSL	D	
▪ Has up to date knowledge of relevant legislation and guidance in relation to working with young people	E	