

Person Specification

Assistant Head Teacher Rayleigh Primary School



Attributes	Essential E Desirable D
Qualifications or training	
Qualified teacher status	E
Evidence of sustained, relevant CPD	E
Educated to degree level	E
Middle or senior leadership accreditation	D
Successful knowledge and experience	
Experience of teaching EYFS and KS1	D
Experience of teaching upper KS2.	D
Proven experience of raising standards for all pupils.	E
Proven middle leadership experience	E
Experience of effectively supporting colleagues in raising standards of T&L	E
Thorough understanding of self-evaluation within the school improvement cycle	D
Proven track record of developing others, including students	E
Experience of using data and assessment to raise standards	E
Experience of working in partnership with parents/carers	E
Experience of working in partnership with other schools and outside agencies	D
Understanding and experience of managing transition and change	D
Understanding of the Essex Disadvantaged Strategy	D
Up to date knowledge of current developments and research in education	E
Experience of effectively managing staff performance	E
Skills	
Ability to prioritise, plan organise and work under pressure and to deadlines	E
Excellent communication and interpersonal skills	E
Reflective, willing to learn from others and seek advice/support when necessary	E
Ability to inspire, lead, motivate and work collaboratively with others	E
Ability to create and maintain a positive team spirit, delegating, negotiating and challenging where necessary, with sensitivity	E
Personal qualities and attributes	
Committed to raising attainment and achievement of every child	E
High aspirations and expectations of self and others	E

Committed to equality of opportunity	E
Strong belief in lifelong learning and the uniqueness and ability of every child	E
Approachable and realistic	E
Commitment to the safeguarding and personal welfare of all pupils	E
Boundless enthusiasm, resilience, motivation and drive to inspire others and lead through day-to-day challenges while maintaining a clear strategic vision and direction	E