



Person Specification – Assistant Headteacher

	Essential Criteria	Desirable Criteria
Qualifications	• Qualified Teacher Status (QTS)	• NASENCO qualification or willingness to train as a SENCO • NPQSL or similar
Experience	• Proven experience of successful, high quality teaching in Key Stage 2 • Experience of leading a subject across a primary school • Demonstrable impact in improving outcomes for pupils, including those with SEND	• Experience of safeguarding responsibilities, ideally as a DSL or DDSL • Experience of mentoring Early Career Teachers or supporting significant staff development • Experience of working in a leadership role within a primary school setting • Experience of working in a small or rural school setting • Familiarity with mixed-age teaching and curriculum planning • Experience of leading whole-school initiatives or improvement projects • Experience of a trauma informed, restorative approach to behaviour



Personal and professional qualities	• Inspirational leadership with the ability to motivate and support other • Excellent communication and interpersonal skills • Strategic thinking and ability to contribute to whole-school development • Strong organisational skills and ability to manage competing priorities • Resilience, adaptability, and a proactive approach to problem-solving • Ability to build positive relationships with pupils, staff, parents, and external agencies • High standards of professionalism, integrity, and confidentiality • Commitment to our school vision and values and Church of England status	
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