



Assistant Headteacher

Standards and Outcomes

Kiveton Park Meadows Junior School

Person Specification

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will make the education of their pupils their first concern, will be accountable for achieving the highest possible standards in work and conduct. Act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as up-to-date and will be self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

EDUCATION AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references
Qualified teacher status	✓		A
Degree	✓		A
Recent and relevant continuing professional development appropriate to the role	✓		A, I
Further professional qualifications including appropriate leadership and management development programs or activities		✓	A

EXPERIENCE			
	Essential	Desirable	Source A- application I - interview R - references
Experience across the primary phase of education.	✓		A, I
Teaching experience: a minimum of 5 years teaching experience in a school setting	✓		A, I
Involvement in school self-evaluation and improvement planning	✓		A, I

Proven track record of raising standards and improving pupil outcomes in a primary setting.	✓		A, I
Strong understanding of primary curriculum, assessment, and effective teaching strategies.	✓		A, I
Experience of using data to drive school improvement.	✓		A, I
Experience in a leadership role with responsibility for assessment, curriculum, or school improvement.		✓	A, I
Demonstrable experience of successful line management and staff development		✓	A, I

KNOWLEDGE AND SKILLS			
	Essential	Desirable	Source A- application I - interview R - references
Deep understanding of effective teaching and learning practices.	✓		A, I
Ability to analyse and interpret data to inform decision-making.	✓		A, I
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓		A
Excellent knowledge of the National Curriculum, Development Matters and EYFS Framework, using this to evaluate teaching and learning	✓		A, I, R
Effective communication and interpersonal skills	✓		A, I, R
Ability to communicate a vision and inspire others	✓		A, I
Ability to build effective working relationships	✓		A, I, R

PERSONAL AND PROFESSIONAL ATTRIBUTES			
	Essential	Desirable	Source A- application I - interview R - references
Having a caring nature and empathy with all stakeholders of the school	✓		A, I
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓		A, I
Commitment to maintaining confidentiality at all times	✓		A, I
Ability to work under pressure and prioritise effectively	✓		A, I
Commitment to safeguarding and equality	✓		A, I, R
Ability to manage and motivate a team, promoting and developing staff morale	✓		A, I
Ability to manage own well-being and support the well-being of others	✓		A, I
Proven ability to establish and maintain collaborative working with a wide range of professionals	✓		A, I
Ability to communicate effectively, in person and in writing	✓		A, I
The ability to identify and support both own training needs and those of others	✓		A, I
Ability to be solution focused and can demonstrate evidence of impact on whole school	✓		A, I

Additional Essential Criteria

- Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment.

- Fully supportive references.
- Full enhanced DBS clearance.