



Person Specification – Assistant Headteacher – April 2026



This specification lists the competencies of an experienced / fully trained post holder. E = Essential / D = Desirable

Qualifications	Qualified Teacher Status.	E
	Degree.	E
	Professional development in preparation for a leadership role e.g. National Professional Qualifications.	D
Professional development	Evidence of appropriate professional development for the role of Assistant Headteacher.	E
	Evidence of recent leadership and management professional development	E
	Successful completion of the Designated Safeguarding Lead Training.	D
School leadership and management experience	Current experience as a senior/middle/core subject leader in a primary school setting.	E
	Active and effective leadership of a team/key stage/ curriculum area/department.	E
	Be able to demonstrate successful/effective leadership in a school.	E
	Evidence and experience of an active involvement in school self-evaluation and development planning processes.	D
	Think strategically to create a coherent vision with the ability to inspire, challenge, motivate and empower others to carry the vision forward.	E
	Evidence of the implementation and development a successful whole-school initiative.	E
	To have had responsibility for policy development and implementation.	E
	To have had experience of and ability to contribute to staff development across the primary range. (E.g. coaching, mentoring, INSET for staff).	D
Experience and knowledge of Teaching and Learning	Recent UKS2 teaching experience	E
	Significant teaching experience, knowledge and understanding across all primary phases.	D
	Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils including traditional British values	E
	The ability to effectively use data, assessment and target setting to raise standards/address weaknesses.	E
	To be able to adapt teaching to meet the needs of all groups of pupils.	E
	Evidence of sustained, outstanding teaching practice and pedagogical approaches.	E
	Confidence in preparing for Statutory Testing at the end of KS2	D
Professional attributes	Demonstrate an awareness and empathy of the needs of the pupils at Bidston Village CE Primary School and how these needs could be met.	E
	To show a commitment to the school's mission statement and values.	E
	Demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E
	Knowledge of, expertise in, and a clear rationale for positive behaviour management	E
	To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E
	Knowledge and understanding of the Performance Management / Appraisal Framework and how this relates to teacher standards.	D
	Show a strong commitment to good attendance, acting as a positive role model.	E
Personal Qualities	Consistently promote school strong educational philosophy and values.	E
	Inspire, challenge, motivate and empower teams and individuals to achieve high goals.	E
	Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.	E
	Build and maintain quality relationships through interpersonal skills and effective communication.	E
	Demonstrate personal and professional integrity, including modelling values and vision.	E
	The ability to effectively manage and resolve conflict.	E
	Think analytically and creatively and demonstrate initiative in solving problems	E
	Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others.	E
	Demonstrate impact and presence.	E
	Commitment to maintaining confidentiality at all times	E
	Commitment to safeguarding and equality	E
	Willingness to support the Christian ethos of the school	E