



Norton St Nicholas CofE (VA) Primary School

Norton Road, Norton, Letchworth Garden City,
Hertfordshire SG6 1AG.



Headteacher: Mr A Brown

tel: 01462 623322

e-mail: admin@stnicholas23.herts.sch.uk

Website: www.stnicholas23.herts.sch.uk

PERSON SPECIFICATION/SELECTION CRITERIA

Assistant Headteacher

(A) Educational qualifications and training

The successful candidate will have:

Qualified teacher status

Recent participation in a range of relevant continuing professional development

(B) Support of Christian Ethos and Church School Knowledge and understanding

The successful candidate will have:

A commitment to the aims and ethos of a church school and to the development of the Christian character of the school, its pupils and staff

A commitment to working with the family of the Diocesan schools to promote Christian education
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An awareness of how relationships can be fostered and developed between the school, local church, parish and community
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(C) Experience

The successful candidate will have:

Other Senior Management experience e.g. subject leader, year group or key stage leader
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Ability and willingness to lead a core curriculum subject

Varied teaching experience across age ranges, including work with children with a wide variety of learning needs
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Contributed to school self-evaluation and school improvement
--

Been involved in the implementation of whole school initiatives

(D) Professional knowledge and understanding

The successful candidate will have:

A thorough knowledge of pupils' educational development

An understanding of the whole curriculum for the full age range

A thorough knowledge of assessment for learning and how this can raise standards of education

A commitment to Hertfordshire Steps approach to behaviour management
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An understanding of effective teaching and learning strategies
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An understanding of School leadership and management, including school improvement strategies

A good knowledge of local and national policies, priorities and statutory frameworks, and an understanding of current educational issues
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(E) Professional skills and abilities:

The successful candidate will be able to:

Work collaboratively with others as well as the ability to act on own initiative
--

Monitor and evaluate teaching and learning in a subject area and across the whole school range
--

Inspire, lead and motivate the pupils and staff

Work as part of an effective team of staff and governors, communicate effectively and sensitively with a wide variety of children, parents, the local community, governors, staff, LA representatives and other agencies
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Demonstrate consistently strong classroom practice
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(F) PERSONAL SKILLS AND ATTRIBUTES

The successful candidate will be able to:

Communicate in a highly skilled manner
--

Manage self and others

Lead and enthuse others

Be adaptable to changing circumstances and new ideas
--

Be organised and a 'finisher' of tasks
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(G) Suitability to work with children

The successful candidate will have:

Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people

A commitment to the protection and safeguarding of children and young people.
