



ASSISTANT HEADTEACHER (DSL Role) PERSON SPECIFICATION

KNOWLEDGE/EXPERIENCE	Essential	Desirable
General		
Qualified Teacher Status	*	
4 years qualified teacher status	*	
Experience of successfully teaching children with a wide range of vulnerabilities	*	
Evidence of good or better classroom practice	*	
Specific to the role		
Safeguarding training to the Designated Safeguarding Lead level	*	
Evidence of continuous professional development relevant to the post	*	
Knowledge of national legislation related to safeguarding and working with children and young people	*	
Experience of coordinating the DSL role outside of normal school working hours		*
Knowledge and experience of the Early Help process including families/pupils experiencing mental health concerns	*	
Understanding of the issues related to vulnerable and disadvantaged pupils and how this affects progress and well-being	*	
An understanding of the contextual concerns surrounding Safeguarding	*	
Working with external organisations, leading and attending multi-agency meetings and supporting/implementing relevant plans	*	
Experience of improving attendance and knowledge of 'Working together to improve school attendance'		*
Experience of supporting pupils with challenging behaviour including PACE strategies	*	
An understanding of how to implement a successful Safeguarding curriculum across the primary age range, including PSHE/RSE		*
An understanding of the DfE Meeting Digital and Technology standards guidance and the role of Filtering and Monitoring within Safeguarding		*
SKILLS	Essential	Desirable
The proven ability to be a strong class teacher with the knowledge and skills to support others in the team in attaining the same level of practice	*	
Excellent organisational and time management skills and the ability to prioritise workload	*	
Excellent active listening, communication and interpersonal skills in order to build strong relationships and establish credibility with pupils, parents/carers and all staff; be prepared to have challenging conversations where necessary	*	
Able to work independently and be a team player	*	

Ability to reflect and evaluate practice of self and others, consulting with others where required	*	
Confident IT knowledge in using various applications including Microsoft, Safeguarding/secure systems and Filtering and Monitoring systems	*	
Ability to keep accurate records	*	
Willingness to attend and disseminate training, undertake research and engage with professional development	*	
STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL	Essential	Desirable
The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies and the local community	*	
Experience of whole school and key group data analysis and tracking		*
The commitment to develop a positive, diverse and inclusive school ethos which values each individual and challenges any form of discrimination	*	
Experience of school self-assessment and School Improvement Planning in order to secure effective teaching and learning and raise standards	*	
LEADERSHIP AND MANAGEMENT	Essential	Desirable
Proven experience as a leader within school, motivating and managing staff effectively, working as an effective team member and leading pro-actively	*	
To possess excellent listening, written and oral communication skills, the ability to chair meetings, make presentations and to communicate effectively with pupils, parents, governors and staff	*	
Experience of mentoring newly/recently qualified teachers and/or students		*
Experience of completing performance management or appraisals including the day-to-day line management of staff		*
Experience as the Designated or DDSL in school		*
PERSONAL QUALITIES	Essential	Desirable
A positive, enthusiastic individual who would be loyal to the school and proud of its achievements	*	
A 'can-do' attitude with a flexible and positive approach to whole school leadership	*	
Ability to analyse, prioritise and meet deadlines	*	
The ability to remain calm, positive and focused, even in difficult situations	*	