

Person Specification

Assistant Headteacher Person Specification

Criteria assessed by:

Application form - A | Letter of Application - L | References - R | Interview - I

Qualifications	Evidenced by
Qualified teacher status	A
Relevant degree at second class honours or higher	A
Leadership qualification [eg: NPQSL, NPQML, Masters, NASENCo, NPQSEN], or a willingness to complete the appropriate qualification within 3 years of appointment.	A

Professional Development	Evidenced by
Evidence of appropriate professional development commensurate with the role of Assistant Headteacher	A
Up to date safeguarding training and knowledge of legislation for the protection of young people	A, I
Evidence and impact of wider professional reading and engagement in pedagogy and research	L

School Leadership & Management	Evidenced by
Proven experience in monitoring and evaluating the quality of teaching, learning and assessment and its impact on learning	L, R, I
Be able to demonstrate the impact of successful, perceptive and effective leadership on pupil outcomes	L, R, I
Be able to demonstrate an active involvement in self evaluation and development planning and be able to use data to produce reports for school leaders that demonstrate the impact of your work	R, I
To have implemented and developed successfully a whole school initiative and be able to articulate the impact	I
To be able to describe how you have contributed to motivating and inspiring staff development (e.g. coaching, mentoring, inset for staff)	I
Have an ability to hold others to account for their performance and to bring about improvements where needed. Have a track record of success in engaging those who are reluctant to improve	I

Be committed to supporting & promoting the principles of Ethical Leadership in education	I
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Experience & knowledge of inclusion	Evidenced by
Be a consistently outstanding teacher who has achieved excellent outcomes by showing a sound understanding of how students learn best	R
Have successful experience of working with closely vulnerable pupils, young people with mental health problems and those with SEND	A, L, I
Be able to demonstrate how you have been ambitious in your leadership showing how you have improved engagement and outcomes of vulnerable pupils	I
Be able to demonstrate your commitment to the principles of Keeping Children Safe on Education	L, I
Knowledge and understanding of a range of curriculum pathways at KS4 and post 16 levels.	L, I

Professional attributes	Evidenced by
Ability to support and develop the vision, aims and ethos of the school	I
Have excellent written and verbal communication skills, and be articulate amongst your colleagues	A, L, I
A proven track record in the successful leadership of teams	L, R, I

Personal Qualities	Evidenced by
Inspire, challenge, motivate and empower teams and individuals to achieve high standards	R, I
Think analytically and creatively and demonstrate initiative in problem solving	R, I
Be honest and transparent with great personal integrity	R, I
Demonstrate courage and resilience and be positive	R, I
Be aware of your own strengths and areas for development. Listen to and reflect constructively and act upon appropriate feedback from others	R, I
Have a relentless commitment to inclusion raising standards and aspirations of vulnerable pupils	R, I