



### Person Specification – Assistant Headteacher

Criteria	Essential
Qualifications	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• A degree, or equivalent</li><li>• Relevant CPD to the post and/or evidence of further professional study</li></ul>
Knowledge & Experience	<ul style="list-style-type: none"><li>• Significant experience as a successful leader in a secondary school</li><li>• A proven track record of innovation and leading change successfully</li><li>• Outstanding teaching ability with a track record of success</li><li>• Experience of contributing to the professional development of others and the ability to develop outstanding practice</li><li>• Understanding and use of value-added and other data to support raising achievement</li><li>• Understanding of the role of parents in school development</li><li>• Experience of managing resources to develop/maintain a positive learning environment</li></ul>
Leadership & Management	<ul style="list-style-type: none"><li>• Clear vision for raising standards and school improvement</li><li>• Strong, positive values, in line with those of our school and community</li><li>• Ability to inspire and motivate those around them, leading by example and taking responsibility at appropriate times</li><li>• Ability to develop others and hold people to account effectively, providing challenge and support as necessary</li><li>• Commitment to and experience of leading and managing continuing professional development</li><li>• Substantial problem-solving ability</li><li>• Ability to prioritise effectively and balance values with pragmatism</li><li>• Intellectual curiosity</li></ul>
Outlook & Values	<ul style="list-style-type: none"><li>• High expectations of and a genuine concern for the students and staff, and all aspects of the school and its community</li><li>• A positive outlook and a drive to succeed</li><li>• A passionate belief in social mobility through education</li><li>• Commitment to high standards and to helping all students and staff fulfil their potential</li><li>• Empathy, kindness and an understanding of and commitment to equality and inclusion</li><li>• Commitment to providing a safe and secure environment</li></ul>
Community	<ul style="list-style-type: none"><li>• Ability to work with and gain the support of other schools and external agencies</li><li>• Ability to extend and develop school partnership with parents and the wider community</li><li>• Commitment to working in partnership with governors</li><li>• Willingness to support out-of-school activities</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>• Self-belief, self-reliance, a positive attitude and the ability to take initiative</li><li>• Excellent organisational and management skills and an attention to detail</li><li>• Ability to inspire the confidence, respect and trust of parents, staff and pupils</li><li>• Sensitivity, compassion, the ability to work with diplomacy and keep confidentiality where necessary</li><li>• A good sense of humour</li><li>• Potential and ambition to develop career further in due course</li></ul>