



Person Specification for Assistant Headteacher

Essential	Desirable
Qualifications and Training	
Degree level or equivalent	
Qualified teacher status	
Evidence of continual professional development and leadership	Qualifications in Catholic education and/or educational leadership
Knowledge, Skills and Experience	
A strong record as an outstanding teacher with a clear understanding of what that entails	Successful senior management and leadership experience
An in-depth knowledge and understanding of current educational priorities with a clear understanding of whole school management.	Experience of developing, leading and evaluating a whole school initiative
Experience of fostering and maintaining successful working relationships with all stakeholders, involving them in the school's development.	Demonstrate strong community leadership, such as building strong links with Parish and local community.
Aspiration, commitment and ability to implement strategies for maintaining excellence with high standards for all pupils	
Experience of managing change successfully, encouraging innovation and empowering others to carry the vision forward.	
Experience of effectively managing and challenging performance, motivating and holding staff to account through performance management	Implementing change to staffing structures
Strong understanding of the EYFS, KS1 and KS2 with a clear understanding of whole school management	Experience of teaching across EYFS/KS1 or KS2
Clear understanding of the new curriculum assessment strategies and criteria	Experience of analysing and presenting data on pupil attainment and using this to improve progress and standards
Experience of developing a creative curriculum that excites and interests pupils, enriches their experience and leads to excellent outcomes for pupils	
Experience of financial planning and managing a budget, including specific funding initiatives, such as pupils premium funding	
Commitment to equality for all and a record of promoting equity in pupil achievements and staff management.	Evidence of promoting high standards of behaviour and engagements of pupils in learning.
Experience of securing active participation of families in pupil's learning.	
Personal Qualities	
Committed to nurturing the Catholic formation and potential of all pupils in the school community.	
Commitment to upholding the values of the Catholic faith and leading by example	Committed practising Catholic demonstrating involvement in Parish life and wider community.
Successful leadership experience and managing with flair and humour	
Excellent written and communication, listening and negotiating skills for a range of purposes and audiences	
Emotional resilience, stamina and flexibility when dealing with challenges	
High expectations of self and others	