



## **Assistant Headteacher – Safeguarding & Student wellbeing**

### **PERSON SPECIFICATION**

It is essential for the applicant to meet each of the minimum criteria in terms of qualifications and experience in order to be able to enter the selection process.

#### **The minimum essential criteria are:**

- 1) Qualified teacher status (A/R)\*
- 2) A recognised honours degree or its equivalent (A)
- 3) A current position of responsibility in a secondary school (A/R/L)
- 4) Evidence of successful classroom teaching (R/L/I)
- 5) Recent experience in a school safeguarding role (e.g. member of safeguarding team) (A/R/L/I)
- 6) Experience of strategies to raise achievement (R/L/I)
- 7) A coherent educational philosophy (L/I)
- 8) Preparation for a senior post through in-school responsibilities and training / further study (A/R/I)
- 9) Experience of leading a team (R/I)
- 10) The ability to communicate effectively and appropriately (L/I)
- 11) A high level of commitment and energy (R/I)
- 12) Excellent planning and organisational skills(R/I)

#### **In addition, the successful applicant will be able to demonstrate through the selection process that they can:**

- 1) Set and maintain high professional standards (R/I)
- 2) Understand the diverse needs of students in a comprehensive setting (L/I)
- 3) Establish excellent and professional relationships with students, colleagues, parents and governors (R/I)
- 4) Demonstrate an understanding of current educational developments and the implications of educational legislation (L/I)
- 5) Demonstrate a high level of emotional intelligence and self-confidence (R/I)
- 6) Inspire and lead others and be aware of essential characteristics of team building (R/I)
- 7) Make informed decisions (R/I)
- 8) Establish priorities in the face of competing demands and subsequently work to meet agreed deadlines (R/I)
- 9) Think flexibly and analytically(R/I)
- 10) Be adaptable(R/I)
- 11) Demonstrate initiative and problem solving skills (R/I)
- 12) Show experience of successfully implementing change(R/I)

#### **Additionally applicants may have experience of:**

- 1) Monitoring and evaluating the work of colleagues (R/I)
- 2) Experience of contributing to whole school development planning (I)
- 3) Providing professional development for colleagues (R/I)
- 4) Experience of school ICT administrative and management systems (I)

\*A – application form, R – reference, L – letter of application, I - interview