**Person Specification - Assistant Head Teacher April 2018**

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| **Qualities** | **Essential** | **Desirable** | **How Identified** |
| **QUALIFICATIONS** | Qualified teacher status | Higher qualification in education or training | Application Form |
|  | Good honours degree | Leading Pathways, NPQSL or similar | Application Form |
|  | Relevant continuing professional development |  | Application Form |
| **EXPERIENCE AND PRACTICE** | An excellent classroom practitioner with a proven track record of results | Successful experience teaching high ability students. | Application Form/Interview |
|  | Experience of working in more than one school | Application Form |
|  | Teaching outside the 11-16 age range | Application Form/Interview |
| 3 years Middle Leadership experience |  | Application Form/Interview |
| Supporting whole school initiatives to improve pastoral provision and behaviour for learning processes | Leadership of whole school initiatives to improve pastoral provision and behaviour for learning processes | Application Form/Interview |
| Supporting whole school initiatives to improve student progress |  | Application Form/Interview |
| Leading whole school projects from inception to completion and evaluation |  | Application Form/Interview |
| Delivery of whole school CPD | Responsibility for planning elements of whole school CPD | Application Form/Interview |
|  | Experience of working with community partners and other schools | Application Form/Interview |
| **SKILLS & KNOWLEDGE** | Ability to communicate effectively to a range of different audiences |  | Application Form/Interview |
| Strong interpersonal skills |  | Application Form/Interview |
| Ability to effectively monitor, analyse and evaluate strategies |  | Application Form/Interview |
| Ability to use data effectively to support pastoral care, target appropriate intervention, raise achievement |  | Application Form/Interview/Task |
| Confident and competent in the use of ICT | Basic working knowledge of SIMS & PARS | Application Form/Interview |
| Good personal management skills |  | Application Form/Interview |
| Knowledge and understanding of current best practice re pastoral care and behaviour for learning |  | Application Form/Interview |
| Up to date understanding of broader educational developments |  | Application Form/Interview |
| Awareness of responsibilities in safeguarding young people | Knowledge and understanding of Safeguarding statutory requirements, guidelines and best practice | Application Form/Interview |
| Ability to motivate and lead others. |  | Application Form/Interview |
| Ability to hold others to account |  | Application Form/Interview |
| **PERSONAL ATTRIBUTES** | A personal and genuine commitment to all students |  | Application Form/Interview |
| A positive can-do approach to education |  | Application Form/Interview |
| Ability to work effectively as part of a team |  | Application Form/Interview |
| Enthusiastic, energetic, and passionate |  | Application Form/Interview |
| Committed to personal development and progression | Desire to become a Deputy Head Teacher/Head Teacher | Application Form/Interview |
| Able to set standards and act as a role model |  | Application Form/Interview |
| Resilient |  | Application Form/Interview |
| Self-critical and reflective |  | Application Form/Interview |
| A good sense of humour |  | Application Form/Interview |
| High expectations of students, staff and yourself |  | Application Form/Interview |