

Assistant Head Sixth Form

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> QTS (Secondary age range) Degree level (or equivalent) qualification 	<ul style="list-style-type: none"> Further professional qualification e.g. Leadership Pathways, NPQML/MA 	<ul style="list-style-type: none"> Application form
Experience	<ul style="list-style-type: none"> At least 3 years teaching experience (secondary) Outstanding teaching ability Has contributed to the effective raising of standards Demonstrable evidence of raising the standards of attainment, progress or learning and teaching UCAS pplication process including Oxbridge preparation Use of technology to improve systems that raise student achievement Effective line management of other staff An understanding of educational developments on a national level 	<ul style="list-style-type: none"> Effective collaboration with external agencies Development of innovative learning initiatives Experience of developing competitive debating and oracy 	<ul style="list-style-type: none"> Application form Letter Interview
Personal qualities, skills and characteristics	<ul style="list-style-type: none"> Well-reasoned educational philosophy in tune with the school ethos Clear vision and understanding of the needs of young people in a secondary school environment Excellent classroom teaching skills Build and maintain effective relationships through effective interpersonal skills Excellent leadership, motivational and communication skills Inspire, challenge, motivate and empower others Think creatively to anticipate and solve problems Build on current good practice whilst moving the school forward with vision and vigour Develop effective teamwork and be able to contribute effectively to a range of teams Think strategically and contribute to creating a coherent school vision Inclusive approach to education Caring attitude towards staff, pupils and parents High expectations of self and others 	<ul style="list-style-type: none"> Can identify outstanding teaching Generosity of time and spirit 	<ul style="list-style-type: none"> Letter Interview

	<ul style="list-style-type: none"> • Manage and resolve conflict • Work under pressure, maintaining a sense of perspective and humour • Commitment, honesty and dedication • Ability to manage own time effectively • Reliability and integrity • Resilience and tenacity • Humour, warmth and energy 		
Knowledge / special aptitudes	<ul style="list-style-type: none"> • Knowledge of current educational trends, teaching developments and educational initiatives • A commitment to the principles of Achievement for All • Excellent knowledge and understanding of diversity and equality requirements • A belief in the role of independent learning in education with the ability to articulate and deliver this vision • Excellent strategies for discipline • A dedication to high academic standards • A belief in working in partnership and as part of an established team • Ability to think strategically • Very good literacy skills 	<ul style="list-style-type: none"> • Up to date knowledge of Ofsted standards • A creative approach to teaching development, learning and behaviour for learning • Experience of working with SIMS • Some experience of whole school budgeting • A understanding of IAG • An understanding of how to track key indicators such as progress across a Key Stage • Some experience of pastoral and behaviour for learning 	<ul style="list-style-type: none"> • Letter • Interview
Other	<ul style="list-style-type: none"> • Outstanding references 		<ul style="list-style-type: none"> • References

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.