

**Personnel Specification: Assistant Headteacher:**

<b>ATTRIBUTES</b>		<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW IDENTIFIED</b>
1.	<b>QUALIFICATIONS</b>	QTS	Masters Degree/ Other leadership training.	<i>Form</i>
2.	<b>EXPERIENCE</b>	Clear evidence of outstanding teaching over time Successful leadership of a team Experience of leading teaching or behaviour related initiatives across the school.	Working within a Trust setting and School Collaborative Practice	<i>Form References Interview</i>
3.	<b>TRAINING</b>	Appropriate recent INSET including leadership training. Commitment to significant Professional Development Good ICT skills	Team Teach training Moving and Handling Training Coaching and Mentoring	<i>Form Letter Interview</i>
4.	<b>SPECIAL KNOWLEDGE</b>	A clear vision for school improvement An understanding of best practice in pedagogy, research based learning and assessment strategy specifically within SEND. An understanding of how to support students to manage their behaviour. Strategies to ease Teacher workload. Understanding of the Ofsted Framework An understanding of how to develop collaborative model of practice. In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level.	Specialism in a particular area of SEND (e.g. ASC, MSI, PMLD)	<i>Letter Interview</i>
5.	<b>PERSONAL CIRCUMSTANCES</b>	Must be able to commit to long hours and occasional evenings/weekends.	Interest in the school's wider role in the community	<i>Letter Interview</i>
6.	<b>DISPOSITION AND ATTITUDE</b>	A passion for education and a deep-felt desire to make a difference for young people. To like young people and be liked by them. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of others sensitivities; to have personal pride (you must like yourself and lead by example). Be happy to get your hands dirty! Don't ask people to do things you wouldn't do yourself. Enthusiastic, flexible, team player. Enjoy hard work and can take constructive criticism (broad shoulders)! Desire for significant professional development preparing ultimately for Headship.		<i>Letter References Interview</i>
7.	<b>PRACTICAL AND INTELLECTUAL SKILLS</b>	Critical thinker, Open minded. Evaluative. Imaginative. Visionary. Risk taker; Good oral and written communicator. Look smart and professional.	Skills and enthusiasms which can be used to fire the imagination of young people and colleagues.	<i>Letter References Interview</i>
8.	<b>PHYSICAL</b>	Healthy. Resilient. Energetic.		<i>References/Int'view</i>
9.	<b>EQUALITY</b>	Awareness of and sensitivity to other cultures and languages, particularly those represented in Bradford. Candidates should indicate an acceptance of, and a commitment to, the principles of the Council's Equal Rights policies and practices.		<i>Letter Interview</i>