**Post of Assistant Headteacher: Person Specification**

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| **Selection Criteria** | **Essential** | **Desirable** | **How Assessed** |
| **Qualifications, training & experience** · Qualified Teacher Status· Graduate Status· Experience at Senior Leadership level· Experience of working in more than one school· Extensive experience as a Middle Leader· Further professional qualifications |   ✓    |     ✓✓✓✓ |   A, RA, RA, RA, RA, R, IA, R, I |
| **Knowledge & understanding of Strategic Leadership** · Knowledge of current educational developments· Evidence of successful leadership as a middle leader· Evidence of effective working as part of a leadership team· Recent experience of leading a whole school development· Ability to use comparative data to establish benchmarks, target resources and raise achievement· Experience of monitoring and evaluation, including school self-evaluation, to develop practice and raise standards· Knowledge of curriculum design and experience as a budget holder |   🗸🗸 🗸🗸 🗸  🗸 |     🗸       |   A, R, IA, R, IA, R, IA, R, IR, I A, R, I A, R, I |
| **Leading pupil premium strategy** · Outstanding classroom practitioner with record of success at KS3 & 4· A breadth of teaching experience within a specialist curriculum area and across whole school and extra-curricular areas· A good understanding of current research related to closing achievement gaps for disadvantaged students· Experience of teaching at KS5 · Experience of working to improve outcomes for disadvantaged students· Knowledge of and involvement in curriculum design· Knowledge of the uses of ICT as a teaching and learning tool |   🗸🗸 🗸   🗸  🗸 |        🗸 🗸  |   A, R, IA, R, I I A, RA, R, IA, R, IA, R, I |
| **Leading People** · Ability to provide professional advice, coaching and to deliver training to colleagues at all levels· An effective communicator – verbal and written, to individuals, groups and at whole staff level· Able to foster an open, fair and equitable culture· Can hold colleagues to account and challenge poor performance· Ability to build trust with partners and act in an ambassadorial role for the school· Confident and assertive when working with a wide range of stakeholders· Experience of leading and managing a diverse range of colleagues from across the school |   🗸 🗸 🗸🗸 🗸 🗸 🗸  |               |   A, R, I A, R, IA, R, I R, I R, I A, R, I A, R, I  |
| **Leading in the community**· Knowledge of multi-agency work· Ability to form constructive relationships with all stakeholders· Outward looking with a desire to find best and next practice in order to move the school forward· Experience of working outside of the immediate school environment in collaborations and networks· Evidence of successful partnership work |   🗸🗸 🗸 🗸  |         🗸 |   A, R, IR, I R, IA, R, I A, R, I |
| **Personal Attributes** · A reflective practitioner and with good listening skills· Well organized & prepared with good time management skills· Ambitious, with the potential to move to Deputy Headship in due course· Flexible, hardworking and diligent· A proactive problem – solver· Ability to maintain optimism, enthusiasm and energy, even in the most difficult of circumstances |   🗸🗸🗸 🗸🗸🗸  |   |   R, IR, II R, IR, I R, I |

**A = Application form and letter I = Interview process R = References**