**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, R  A, R  A, R  A, R  A, R, I  A, 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, I  A, R, I  A, R, I  A, R, I  R, 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, I  A, R, I    I    A, R  A, R, I  A, R, I  A, 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, I  A, 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, I  R, I    R, I  A, 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, I  R, I  I    R, I  R, I  R, I |

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