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|  | **Assistant Headteacher person specification** |

Essential (E) -Essential to be considered for appointment Desirable (D)- Beneficial for the successful applicant

**How assessed:**

AF - Application form SS - Supporting statement I – Interview O – Ofsted

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| **Criteria** | **Essential/ Desirable** | **How assessed** |
| **1. Qualifications / Experience** |  |  |
| Qualified to degree level or equivalent | E | AF |
| Qualified teacher status | E | AF |
| Experience as a middle leader in a secondary school | E | AF/SS |
| Experience across KS3/ KS4/ KS5 | E | AF/SS |
| Holding or in the process of completing professional qualifications eg Masters Degree | D | AF |
| Baptised Catholic | D | AF |

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| **2. Professional knowledge, experience and skills** |  |  |
| **Vision and core purpose** |  |  |
| 1. Good ambassador for the school with clear values and moral purpose, who is able to articulate and model the vision of the school | E | I |
| 1. Ability to develop and maintain a positive ethos, with emphasis upon high achievement for all | E | I |
| 1. Ability to effectively translate local and national policy into the school’s context. | E | SS/I |
| **3. Improving learning and achievement** |  |  |
| 1. Successful middle leader with a proven track record of leading change to raise standards of achievement | E | O/AF/SS |
| 1. Ability to secure and maintain excellent teaching which results in strong pupil progress in learning | E | SS/I |
| 1. Ability to lead curriculum development to ensure a varied and challenging curriculum that enables pupils to develop a broad range of skills and interests, as well as developing pupils’ character and values | E | SS/I |
| 1. Ensure ambitious standards are set for all pupils that overcome disadvantage and advance equality | E | I |
| **4. Leadership and management** |  |  |
| 1. Ability to challenge, influence, motivate and support individuals and teams to attain high goals | E | I |
| 2. Demonstrates a clear expression of Christian leadership and management in approach to managing the school | D | SS/I |
| 3. Evidence of leading high-quality staff professional development | D | SS |
| 4. Understanding of safeguarding requirements and commitment to meeting them fully | E | I |
| 5. Ability to analyse, interpret and use data effectively to enable accurate challenge and ambitious target setting | E | I |

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| 6. Demonstrate high levels of energy, resilience and an ability to manage workload in order to cope with conflicting  pressures and priorities | D | I |
| **5. Wider engagement and contribution** |  |  |
| 1. Ability to build and maintain effective relationships with parents, carers, partners, governors and the community that  enhance the education of all pupils | E | I |
| 2. Ability to ensure that the school is at the heart of the community | D | I |
| 3. Ability to collaborate and network with other schools and settings to improve outcomes | D | SS |