



BURNHAM GRAMMAR SCHOOL

Assistant Headteacher Person Specification

Qualifications and experience	Essential	Desirable
A good honours degree in a relevant subject.	✓	
Having qualified teacher status.	✓	
Evidence of participation in accredited professional development or further study (e.g. NPQML, NQPSL, MA).		✓
Experience in a leadership role.	✓	
A record of developing colleagues to improve the outcomes for students with measurable impact.	✓	
Experience of effective line management of colleagues ensuring progress, accountability and development.	✓	
Experience of engaging with parents to resolve concerns regarding their child's progress and development.	✓	
Experience of working in a socially and culturally diverse school community.		✓
Experience of how to identify and remove barriers to learning.	✓	
Experience of safe-guarding and child protection.		✓
Experience of contributing to school self-evaluation and development planning.	✓	
Knowledge, skills and abilities	Essential	Desirable
An outstanding classroom practitioner.	✓	
A committed, sensitive and dynamic team player.	✓	
The ability to lead, motivate and inspire members of the school community, recognising and valuing their role in making the vision for the school a reality.	✓	
An ability to work proactively and independently.	✓	
Demonstrate the ability to successfully and creatively problem solve whilst maintaining an awareness of new and approaching developments and legislation.	✓	
A commitment to using ICT to develop learning	✓	
A confident and competent user of ICT.	✓	
An exceptional verbal and written communicator who demonstrates an awareness of their audience.	✓	
Ability to interpret, summarise, explain and use student achievement data.	✓	
Personal Qualities	Essential	Desirable
An enthusiasm for the core importance of developing teaching and learning.	✓	
A desire and commitment to undertake further professional training as appropriate.	✓	
A commitment to helping students identify and develop their talents.	✓	
A firm belief in the potential of all students.	✓	
A strong belief and desire to develop the professional expertise and experience of all members of staff.	✓	

Resilience and a sense of humour.	✓	
The commitment to embrace, foster and promote the unique ethos of Burnham Grammar School.	✓	
Ambitious for promotion with a thirst for a range of experiences.	✓	