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| **Assistant Headteacher- Person Specification. Essential**  | **Desirable**  |
| Qualifications  |  Qualified teacher status.  Good degree.  Relevant continuing professional development.  3 years Middle Leadership experience |  Good honours degree.  Higher qualification in education or training.  Leading Pathways, NPQSL or similar  |
| Experience  |  An excellent classroom practitioner.  Proven track record of results.  Supporting whole school initiatives to improve the quality of teaching and learning.  Supporting whole school initiatives to raise attainment.  Leading projects from inception to completion and evaluation.  Oversight/ co-ordination of a team.  |  Experience of working in more than one school.  Teaching outside the 11-16 age range.  Experience of working with community partners and other schools.  Leadership of whole school initiatives to improve the quality of teaching and learning and raising attainment.  Leading projects across the whole school from inception to completion and evaluation.  Oversight / co-ordination of a team of middle leaders.  |
| Skills and Knowledge  |  Ability to communicate effectively to a range of different audiences.  Strong interpersonal skills.  Ability to effectively monitor, analyse and evaluate strategies.  Ability to use data effectively to raise achievement and promote school improvement.  Confident and competent in the use of ICT.  Good personal management skills.  Up to date understanding of educational developments.  Awareness of responsibilities in safeguarding young people.  |  Knowledge of exams and exam systems.  Confident and competent in the use of iPads.  Knowledge of 4Matrix or similar school data systems.  Knowledge of the options process.  Experience of timetabling.  |
| Personal Attributes  |  A personal and genuine commitment to all students.  A positive can-do approach to education.  Ability to work effectively as part of a team.  Enthusiastic, energetic, perseverant and passionate.  Committed to personal development and progression.  Able to set standards and act as a role model.  Resilient.  Self-critical and reflective.  A good sense of humour.  High expectations of students, staff and yourself.  The desire to become a Deputy Head / Headteacher.  |