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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. | | |