

COLTON HILLS COMMUNITY SCHOOL
PERSON SPECIFICATION –ASSISTANT HEADTEACHER

Professional Skills and Experience

- DCSF Qualified Teacher Status
- National Professional Qualification for Headship or willingness to undertake this
- Experience at having worked at a senior leadership level in an inner city comprehensive school and with students from diverse backgrounds
- The necessary experience to give a clear lead on strategic areas of responsibility with creativity and drive
- Strong intellectual capacity
- Skilled in the management and monitoring of people, policies and plans

Leadership and Management

- Ability to develop a clear strategic vision and direction and translate this into practical policies and approaches
- Capable to lead and inspire teams and commitment to working as a team player
- Experience of implementing strategies to establish consistently high standards of achievement and attainment
- Ability to contribute to the enrichment and enhancement of students' education.

People, Relationships and Communication

- Ability to lead, coach and motivate staff within a performance management framework including CPD and effective management of underperformance
- Ability to work in close harmony with a range of personnel both within school and the wider community
- Build positive and constructive relationships with students and inspire them to high aspirations
- Excellent written, verbal and interpersonal communication skills
- Ability to work effectively under pressure in order to meet a range of deadlines across a complicated work schedule
- Ability to delegate to others while retaining a monitoring role

Knowledge of:

- National educational priorities and developments and their impact on school
- What outstanding teaching practice looks like and how to diagnose and implement effective strategies to raise learning standards
- Ability to develop innovative curriculum plans for student cohorts in line with strategic aims, available resources and with an understanding of timetabling.
- How resources can be effectively deployed to raise standards
- How modern technologies can be used to raise standards
- Knowledge, understanding and commitment to safeguarding and promoting the welfare of students.
- Ability to form and maintain appropriate relationships and personal boundaries with students.
- How an equalities and diversity policy can effectively operate within a school

Qualities

- A strong commitment to improving educational opportunities and a belief in the potential of every student
- Energy, enthusiasm, flexibility and resilience
- Capacity for hard work and good humour under pressure
- An excellent record of attendance and punctuality

COLTON HILLS COMMUNITY SCHOOL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF OUR STUDENTS. THIS POST IS SUBJECT TO AN ENHANCED DISCLOSURE AND THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED AND WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

1 March 2016