

**Wheatley Park School**

Everyone Learning - Everyone Caring

**Assistant Headteacher**

**September 2018**

**Selection Criteria**

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|  | **Essential** | **Desirable** |
| **Qualifications and Training** | * Degree and a strong academic record
* PGCE or equivalent
* Wide range of up-to-date CPDL
* Leadership training
* Up-to-date knowledge of key national guidance, agendas and frameworks
 | * Honours graduate, 2.1 or better
* Relevant masters level qualification
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| **Experience** | * Sustained track record of successful teaching at 11 - 16 across the full range of prior attainment levels
* Substantial secondary school leadership experience resulting in deep and lasting improvements to student experience and outcomes
* Experience of high-quality monitoring and evaluation leading to demonstrable improvements in the performance of a team or individuals
* Experience of instigating and managing sustained changes to systems and culture that have directly enhanced learning
* Experience of leading effectively when faced with significant pressures, challenges and setbacks
 | * Sustained track record of successful teaching at sixth form level
* Experience in more than one school
* Experience of successfully leading on whole-school improvement initiatives
* Experience of dealing successfully with challenging colleagues
* Experience of successfully organising large-scale and complex school events
* Experience of successfully introducing vocational learning opportunities
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| **Skills** | * Expert classroom teaching skills
* Highly effective written and oral communication skills for a range of audiences and purposes
* The interpersonal skills to engage, motivate and enrol a diverse range of student and adult personalities
* Strong analytical intelligence and strategic planning capability, balancing ‘big picture thinking’ with attention to detail
* The capacity to successfully hold others to account with high levels of support and challenge
* High levels of personal organisation and effectiveness through the efficient management of time and energy
* Competency and fluency in using IT for a wide range of uses including data analysis
 | * Advanced skills in using new technologies to enhance learning
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| **Attitudes and Values** | * A deep commitment to social justice and working with young people to enhance their lives
* A deep commitment to the school values of Everyone Learning and Everyone Caring
* A Growth Mindset orientation
* An ethic of continually striving for personal and organisational excellence
* A commitment to team working and willingness to sacrifice the achievement of personal goals for the achievement of collective ones
 | * A commitment to research, reading and evidence-based school improvement
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| **Other qualities and attributes** | * Honesty and integrity
* Reliability
* Loyalty and trustworthiness
* Flexibility and adaptability
* Grit, determination and resilience
* Eternal optimism and positivity
* Humour and a sense of perspective
* Creativity, innovation and a willingness to take risks
* Self-awareness
* Common-sense and good judgement
* Compassion
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**Tim Martin**

**January 2018**