

**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 |
| **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 |
| **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 |
| **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 |
| **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 |  |

**Tim Martin**

**January 2018**