

PERSON SPECIFICATION – ASSISTANT HEADTEACHER (L14-18)

Category	Essential	Desirable	Where Identified
Application	<ul style="list-style-type: none"> Fully supported in reference Well-structured supporting letter which very clearly relates to demonstrating how the person specification is met 		<ul style="list-style-type: none"> Application Reference
Qualifications and Training	<ul style="list-style-type: none"> Graduate Qualified Teacher Status Evidence of continued professional development in appropriate management areas 	<ul style="list-style-type: none"> Additional relevant qualifications/study 	<ul style="list-style-type: none"> Application
Experience	<ul style="list-style-type: none"> Leadership, team building and team working skills Substantive and successful experience in middle leadership role Proven track record of raising achievement and standards Ability to use data to set target and track student progress Teaching experience in more than one school Successful experience visioning, planning and implementing change 	<ul style="list-style-type: none"> Experience of leading whole school projects Working with outside agencies Significant experience in a range of areas covering both academic and/or pastoral roles 	<ul style="list-style-type: none"> Application Reference Interview
Expertise	<ul style="list-style-type: none"> Excellent classroom teaching skills Evidence of raising attainment and standards Ability to use data to set target and track student progress 	<ul style="list-style-type: none"> Knowledge of assessment and target setting strategies Evaluation procedures Knowledge of relevant research Knowledge of how ICT can be used to impact on student achievement. 	<ul style="list-style-type: none"> Application Reference Review

	<ul style="list-style-type: none"> • ICT skills to manage the requirements of the post with confidence • Excellent knowledge and understanding of diversity and equality requirements • A clear vision and understanding of current curriculum developments. • Successful experience of behaviour management • Excellent organisational and time management 		
Personal Attributes	<p>A range of personal qualities relevant to Senior Leadership including:</p> <ul style="list-style-type: none"> • Commitment to improved life chances for all young people. • Ability to demonstrate enthusiasm and sensitivity while working with others • Ability to initiate and lead change • Caring attitude towards staff, pupils and parents • An excellent health and attendance record • Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community • A well-reasoned educational philosophy in tune with the school ethos • Resilience and tenacity • Creativity, flexibility and innovation • Humour, warmth and energy • Reliability under pressure • Full commitment to safeguarding and promoting the welfare of children and young people. 	<ul style="list-style-type: none"> • Generosity of time and spirit 	<ul style="list-style-type: none"> • Application • References • Interview