**POST OF ASSISTANT HEAD TEACHER: Teaching, Learning and Assessment**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE IDENTIFIED** |
| APPLICATION | * Fully supported in reference
* Well-structured supporting letter
 |  | * Application Form
* Reference
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| QUALIFICATIONS | * Degree qualification and Qualified Teacher Status
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| TRAINING | * Evidence of regular participation in Continuing Professional Development
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| EXPERIENCE & KNOWLEDGE | * Experience of teaching in KS3/4
* Experience of making a significant impact upon children’s learning and progress at a subject or whole school level
* Experience of dynamic and successful team leadership at middle/senior leader level
* Experience of leading and managing teaching and / or support staff
* A thorough and up to date knowledge of teaching and recent curriculum developments
* Experience of working with parents
* Experience of the use of data to inform teaching, learning and assessment across a curriculum area or whole school
* Experience of leading and implementing strategies which have led to excellent outcomes
* Experience of quality assurance to ensure consistency across an area/whole school
 | * Experience of teaching KS5
* Experience of working with outside agencies
* Experience of leading professional development
 | * Application Form
* References
* Interview
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| SKILLS | * Able to demonstrate an understanding of curriculum planning and delivery to ensure consistency in teaching, learning and assessment
* High quality and reflective practitioner
* Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement
 | * Ability to enhance the practice of others
* Ability to coach and mentor colleague to improve the quality of Teaching and Learning
 | * Application Form
* References
* Interview
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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE** **IDENTIFIED** |
|  | * Ability to motivate and enthuse children and staff
* Ability to understand how children learn
* Ability to develop specialist skills and subject knowledge of staff
* An understanding of self-evaluation
* Ability to lead a team of staff and to be aware of everyday issues that affect them and the running of the school
* Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies
* Well organised and able to work under pressure
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| SPECIAL KNOWLEDGE | * Detailed knowledge of teaching, learning and assessment in Key stage 3, 4 and 5
* Detailed knowledge of literacy and numeracy across the curriculum
* Detailed knowledge of key transition points in learning
* Understanding and knowledge of current issues in education
 |  | * Application Form
* References
* Interview
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| PERSONAL ATTRIBUTES | * Enthusiastic, ambitious and adaptable
* An ability to demand high standards
* A passion for learning
* Excellent organisational and personal management skills
* Ability to work independently and take initiative
* A commitment to extra-curricular activities
* Ability to form and maintain appropriate relationships and personal behaviour with children
* Emotional resilience in working with children with challenging behaviour
* High degree of motivation for working with children and young people
* Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community
* Excellent attendance and punctuality
* Ability to meet deadlines
* Commitment to both self and team development
* Good command of English Language
 |  | * Application Form
* References
* Interview
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| SPECIAL REQUIREMENTS | * Fully supported references
* Suitability to work with children
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**Issues arising from references will be taken up at interview. All appointments are subject to satisfactory reference.**

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure from the Disclosure and Barring service) and pre-employment checks will be undertake before an appointment is confirmed.