**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 |
| QUALIFICATIONS | * Degree qualification and Qualified Teacher Status |  |  |
| TRAINING | * Evidence of regular participation in Continuing Professional Development |  |  |
| 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 |
| 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 |  |  |
| 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 |
| 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 |
| SPECIAL REQUIREMENTS | * Fully supported references * Suitability to work with children |  |  |

**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.