**Person Specification**

**Assistant Headteacher– Teaching and Learning**

* ***To be read in addition to that for a Mainscale Teacher***

**Qualification Criteria**

* Qualified to degree level and above
* Qualified to teach and work in the UK.

**Experience**

* Demonstrable experience of having significantly raised pupil attainment
* Experience and understanding how to improve and sustain effective and impactful teaching and learning policies in a challenging school
* Experience of having led and managed a team of people to success
* Experience of having worked to support the significant success of others.

**Behaviours**

**Leadership**

* Understands their own contribution to the academy as a whole
* Management style that encourages participation, innovation and confidence
* Strong organisational skills and ability to delegate
* Resilience and motivation to lead the academy through day-to-day challenges
* Strong interpersonal, written and oral communication skills
* Genuine passion and a belief in the potential of every student
* Motivation to continually improve standards and achieve excellence
* Commitment to the safeguarding and welfare of all pupils.

**Vision and strategy**

* Vision aligned with high aspirations and high expectations of self and others
* Clear understanding of the strategies to establish consistently high standards of teaching, learning and assessment and the commitment to relentlessly instilling these strategies
* Use of data to inform and diagnose weaknesses that need addressing.

**Leading the Learning**

* Understands what outstanding teaching practice looks like, how to diagnose and implement effective strategies to raise pupil outcomes.
* Demonstrates impact of coaching to improve teaching practice in order to raise pupil outcomes

**Leading External Relationships**

* Can skilfully manage and maintain effective working relationships with parents and other stakeholders.
* Demonstrates impact of external partnerships in improving teaching, learning and assessment

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all pupils
* Willingness to undertake training
* This post is subject to an enhanced Criminal Records Bureau disclosure.