

Enfield County School for Girls

Person Specification

Assistant Headteacher

| Specification | Essential |
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| Qualifications | <ul style="list-style-type: none"> • Good honours degree • Teaching qualification • Evidence of commitment to further CPD |
| Experience | <ul style="list-style-type: none"> • Substantial teaching experience at KS3, KS4 and KS5 • Proven track record of outstanding teaching and excellent outcomes • Substantial, recent and successful experience of improving standards of Learning and Teaching over time in a school setting • Experience of having challenged underperformance in a school setting • Experience of leading whole school initiatives • Successful leadership and management of change • Effective deployment of staff • Leading on initiatives to raise standards • Successful leadership of middle leader initiatives • Evidence of being rated as a consistently excellent practitioner • Effective practices in the promotion and achievement of raising attainment • Proven record of tracking and monitoring student progress and implementing effective intervention strategies • Able to interpret online data and translate this to priorities for improvement • Experience and/or knowledge of recent of current Ofsted framework and Inspection processes |
| Knowledge and Understanding | <ul style="list-style-type: none"> • Thorough subject knowledge and an understanding of National Education issues • Raising standards and attainment • Effective teaching and learning strategies • Interpretation of data, tracking student achievement and intervention strategies to secure progress • Behaviour management strategies • A rigorous understanding of the current Ofsted framework • Proven ability of making sound lesson judgements • School Improvement Planning • Monitoring, evaluation and review processes |
| Teaching | <ul style="list-style-type: none"> • Evidence of sustained outstanding classroom practice • Excellent student outcomes |
| Leadership | <ul style="list-style-type: none"> • Clear vision for raising standards • Middle Leader Leadership and management e.g. strategic planning, school development planning, monitoring and evaluation, data analysis and target setting, policy development and implementation • Intelligent use of data to improve the quality of behaviour and attendance, teaching and learning and to raise the standard of achievement and student progress • Building good relationships across the school community • Successfully leading others to improve standards |
| Personal characteristics | <ul style="list-style-type: none"> • Drive, sense of purpose, commitment and perseverance • Ability to inspire, challenge, motivate and empower others to achieve • Excellent interpersonal skills |



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Person Specification

Deputy Headteacher

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| | <ul style="list-style-type: none">• Ability to use information technology to enhance data analysis and make effective use of data and communicate its significance to others• Demonstrate resilience, optimism and empathy• Ability to delegate• Ability to work in a fluid and changing environment• Excellent communication and presentation skills, oral and written• Ability to think analytically and creatively and demonstrate initiative in solving problems• Be aware of own strengths and areas for development. Listen to and reflect upon constructive feedback and act appropriately |
| Desirable but not essential | <ul style="list-style-type: none">• Previous whole school leadership experience• Further relevant professional or academic qualifications |