

Person Specification:

Post: Assistant Headteacher

Line Manager: Headteacher

Qualification	Essential	Desirable
Honours degree or equivalent / Graduate status in subject areas or a related subject	✓	
Qualified Teacher Status	✓	
Evidence of commitment to continuing professional development / Evidence of relevant post-graduate training	✓	
Additional teaching qualifications or training		✓
Professional and Experience	Essential	Desirable
Passion for learning and inspiring others	✓	
Experience of leading training and development		✓
Experience of line managing Middle Leaders		✓
Experience of 11-18 education and ability to teach all phases of learning	✓	
Recent experience of working effectively with outside agencies, the local community and the Governing Body		✓
Track record of improving student performance	✓	
Experience of leadership in at least two schools		✓
Strong classroom management skills and excellent practitioner	✓	
Ability to form and maintain appropriate relationships and personal boundaries with staff and students	✓	
Ability to work closely within a leadership team and provide professional challenge and take constructive feedback on board in a professional manner	✓	
Evidence of some experience of SEND students with social, emotional and mental health needs.		✓
Evidence of strategic thinking	✓	
Experience of involvement in developing and supporting colleagues through coaching, mentoring etc.		✓
Have overall understanding of National Curriculum and developments affecting secondary education and curriculum developments	✓	
Knowledge of best practice and procedures for safeguarding children and young people	✓	
Skills	Essential	Desirable
Sound knowledge of current educational developments, including the use of IT and Remote Learning expertise	✓	

Strong analytical skills with regards leadership and getting the best out of colleagues		√
Ability to use target setting to create an aspirational environment for both students and staff		√
Ability to hold staff to account, drive improvement and challenge underperformance	√	
Active involvement in curriculum development initiatives	√	
Ability to analyse data to effectively track student progress and specifically all sub groups	√	
Experience of managing a budget and resources successfully		√
Ability to recognise individual learning needs and ensure excellent curriculum provision	√	
Commitment to raising the achievement of all students of all abilities	√	
The ability to lead and motivate colleagues, including performance management and continuous professional development, to enhance their ability to deliver on the values of the school	√	
Evidence of effectively using assessment data to inform learning and teaching	√	
Recognition of the need for partnerships and effective collaboration with other schools, agencies and organisations	√	
An appreciation of the challenges and social context of the school's catchment area	√	
Evidence of involvement in pastoral care, the ability to maintain behaviour in line with the expectations of the school and to support children's learning and social development	√	
Personal Attributes	Essential	Desirable
Respect for all and consistently demonstrate the values of the school	√	
Ability to work effectively as part of a team	√	
Excellent organisational skills, ability to work under pressure and meet deadlines	√	
Ability to plan, monitor, evaluate and review	√	
Communicate clearly and concisely both verbally and in writing, with all stakeholders (students, parents, colleagues, external contacts, etc.)	√	
Ability to create innovative solutions to solve problems	√	
Be empathetic and positive in the face of challenges and change	√	
The ability to effectively manage the process of change, including monitoring and setting of targets	√	
Has the desire for learning the role of Deputy Principal with evidence of ambition to develop and progress		√
To be a visible member of SLT who leads by example and is accessible, responsive and accountable	√	