



PERSON SPECIFICATION: Assistant Headteacher: Raising Standards

| | ESSENTIAL | DESIRABLE |
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| Qualifications and training | <p>Degree. Qualified Teacher Status. Relevant teaching qualification.</p> | <p>Further degree or related qualification. Senior Leader or relevant NPQ or equivalent. Professional development in preparation for a leadership role. Wider professional qualifications.</p> |
| Experience | <p>Success at Middle Leadership level. Track record of successful school improvement. Experience of curriculum and data at department or whole school level. Evidence of working to develop individual staff and/or teams of people.</p> <p>Involvement with school development planning. Successful teacher with evidence of strong outcomes – no specified subject required.</p> | <p>Senior Leadership experience. Breadth of experience across different roles eg curriculum and pastoral. Involvement with Quality Assurance processes. Leadership of change at whole school level. Wider professional qualifications. Involvement with creative alternative provision strategies. Working with Governors.</p> |
| Knowledge, skills and attributes | <p>Successful classroom practitioner. Effective communicator. Able to build rapport to build high performing colleagues and teams. Clear understanding of data and high level of numerical competence. Committed to excellence. Flexible, resilient and dynamic. Committed to success and willing to support colleagues to achieve team excellence.</p> | <p>Understanding of school finances. Evidence informed approach to raise attainment. Use of technology to raise standards. Experience of using Arbor MiS. Strategies to raise attainment for key groups. Experience of appraisal processes.</p> |
| Additional requirements | <p>Driven to achieve the very best outcomes for every student at the school. Commitment to all aspects of school life. Delivery of CPD to staff. Involvement with whole school events. Deputising for senior colleagues as required. Ability to work under pressure and prioritise effectively. Commitment to maintaining confidentiality. Commitment to safeguarding and equality.</p> | <p>Any other relevant experience suited to the post.</p> |

