**SHAVINGTON ACADEMY**

**Assistant Headteacher Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Evidenced From:** |
| **Qualifications** | * Teaching qualification * Good Honours Degree | * Higher qualification in education and/or management | Application form |
| **Experience** | * Significant experience at middle leadership level * Proven track record of raising standards | * Experience in at least two secondary schools * Experience in a school with a culture of inclusivity including SEN Provision * Significant experience at senior leadership level | Application form  Letter of application |
| **Strategy & Improvement** | * Critical thinking skills * Excellent understanding of data and capacity to inform different groups * An ability to work collaboratively with internal and external stakeholders | * Has experience of change management | Letter of application  Selection process  References |
| **Teaching &**  **Curriculum**  **Excellence** | * A clear focus on attainment and achievement for all * Commitment to modelling excellence in teaching, learning and assessment * Ability to deliver continuous improvement | * Evidence of having led change and developed behaviour for learning through innovation. * Experience of contributing to the continued professional learning of colleagues. | Letter of application  Selection process  References |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Leading with Impact** |  | * Analytical thinking * Understand the need for effective relationships with all stakeholders * Capacity to challenge underperformance | * An understanding of finance and human resource deployment, and how to achieve value for money * Efficient and effective * Capacity to challenge underperformance at any level and bring about improvement |  | Letter of application  Selection process  References |
| **Additional Personal**  **Qualities and**  **Attributes** |  | * A good listener * Approachable * Able to inspire and motivate staff, pupils, parents/carers and governors * Respected by pupils, staff and parents/carers * Authoritative and confident * Integrity * Emotional intelligence * Problem solver * Solution focused |  |  | Letter of application  Selection process  References |
| **Safeguarding Children** |  | * A clear commitment to safeguarding and promoting the emotional, health and welfare of children and young people. |  |  | Letter of application  Selection process  References |