**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  |