



DEPUTY HEADTEACHER PERSONAL SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <input type="checkbox"/> QTS <input type="checkbox"/> Qualified in Secondary Education <input type="checkbox"/> Evidence of continuous professional development 	<ul style="list-style-type: none"> <input type="checkbox"/> Additional SEND qualifications or training <input type="checkbox"/> Evidence of further training in leadership and management
Safeguarding	<ul style="list-style-type: none"> <input type="checkbox"/> Commitment to the protection and safeguarding of children <input type="checkbox"/> Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school <input type="checkbox"/> Safeguarding qualifications 	<ul style="list-style-type: none"> <input type="checkbox"/> Qualified Designated Safeguarding Lead
Experience	<ul style="list-style-type: none"> <input type="checkbox"/> At least 3 years successful classroom experience at the Secondary School level, including teaching of qualification level classes (e.g. Entry Level Qualifications, Functional Skills, ASDAN, BTECs, GCSEs, etc.) <input type="checkbox"/> Experience of working directly with students with SEND <input type="checkbox"/> Proven record of exemplary teaching which has ensured good/ outstanding progress and achievement for pupils <input type="checkbox"/> Proven record of successful curriculum / subject leadership leading directly to an increase of standards of attainment <input type="checkbox"/> Experience of leading and implementing whole school 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of Additional Teaching & Learning or Pastoral responsibilities, e.g. Key Stage leadership / Head of Year / Assistant Head / existing Deputy Headteacher / Qualifications or Curriculum <input type="checkbox"/> Experience in Careers Education <input type="checkbox"/> Experience in supporting pupil transition pathways

	<p>initiative and managing change, developing strategies for raising achievement</p> <ul style="list-style-type: none"> <input type="checkbox"/> Experience of monitoring, evaluating and leading on teaching and learning <input type="checkbox"/> Experience in tracking and assessing student progress 	
Strategic Leadership	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these <input type="checkbox"/> Ability to articulate and promote the vision of AHSC <input type="checkbox"/> Evidence of successful strategies for planning, implementing and monitoring school improvement 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of undertaking effective performance management <input type="checkbox"/> An understanding of financial and resource management <input type="checkbox"/> Experience in policy writing and implementation
Teaching and Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to lead on teaching and learning <input type="checkbox"/> Ability to lead on qualifications <input type="checkbox"/> Clear understanding of what high quality teaching and learning looks like and strategies to develop this <input type="checkbox"/> Secure understanding of the requirements of the national curriculum <input type="checkbox"/> Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of our students <input type="checkbox"/> Ability to teach subjects at KS3 and KS4 	<ul style="list-style-type: none"> <input type="checkbox"/> Curriculum and qualification development <input type="checkbox"/> Able to teach core subject (Maths, English and/or Science) at KS3 and KS4 <input type="checkbox"/> Experience in leading or teaching PSHE, Careers Education and Sex and Relationship Education (SRE)
Pastoral and Behaviour	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to lead on pastoral support of Senior School and College <input type="checkbox"/> Ability to promote mental health and wellbeing for students and staff 	
Knowledge and Skills	<ul style="list-style-type: none"> <input type="checkbox"/> Strong IT skills <input type="checkbox"/> Ability to communicate effectively, both orally and 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of working with other stakeholders and/or members of the

	<p>in writing to a range of audiences, e.g. staff. Students, parents, governors, external agencies</p>	<p>community, e.g. PTA</p> <ul style="list-style-type: none"> <input type="checkbox"/> Ability to use data management systems <input type="checkbox"/> Familiarity with Google Suite
<p>Personal Attributes</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to prioritise tasks and work to tight deadlines <input type="checkbox"/> Ability to inspire, challenge, motivate and empower others <input type="checkbox"/> Set high expectations for all students <input type="checkbox"/> Ability to innovate <input type="checkbox"/> Ability to work flexibly and collaboratively <input type="checkbox"/> Ability to work strategically, with the aims, vision, and ethos of the school at the core of planning and decisions <input type="checkbox"/> Ability to promote high standards of inclusion and diversity throughout the school community 	