### Person Specification

### Assistant Headteacher

|  |  |  |  |
| --- | --- | --- | --- |
| **Skills and Abilities** | **Essential** | **Desirable** | **Assessed by** |
| The ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies | 🗸 |  | Interview |
| Communication skills, oral, written and presentational | 🗸 |  | Application & Interview |
| The ability to deliver well planned, organised and innovative lessons | 🗸 |  | Interview |
| Proficiency in the use of ICT and the software programmes used in schools | 🗸 |  | Application |
| The ability to lead, model and manage positive behaviour, good order and assertive discipline in the school | 🗸 |  | Application and Interview |
| The ability to manage school information and data for recording, monitoring, evaluation and reporting | 🗸 |  | Application and Interview |
| Displays commitment to the protection and safeguarding of children and young people | 🗸 |  | Application and Interview |
| **Knowledge** | | | |
| Relevant (to be agreed) subject and/or curriculum expertise | 🗸 |  | Application |
| How to lead curriculum development and manage innovation and change | 🗸 |  | Application and Interview |
| Know how to use information and data to set targets, raise attainment and achievement | 🗸 |  | Interview |
| How children and young people learn, develop and progress through life stages and events | 🗸 |  | Application and Interview |
| How ICT can be used effectively to motivate children to learn | 🗸 |  | Interview |
| How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum | 🗸 |  | Application and Interview |
| How to manage health and safety policy and promote and safeguard pupil welfare | 🗸 |  | Application and Interview |
| How to manage equalities and inclusion policies and how these are implemented in schools | 🗸 |  | Application and Interview |
| Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people | 🗸 |  | Application and Interview |
| **Qualifications and Experience** | | | |
| Qualified Teacher Status | 🗸 |  | Evidence of Qualification |
| Successful teaching experience, including in middle management position(s) **or** a successful Fast Track progression route | 🗸 |  | Application |
| Post threshold teacher status |  | 🗸 | Application |
| Evidence of continuing professional development, for example, Leading From the Middle |  | 🗸 | Application |