

| Assistant Headteacher – Selection Criteria | | Essential/ Desirable | | Assessed by:- Application/Interview Process | |
|--|--|-------------------------|---|---|---|
| | | E | D | A | I |
| <u>EXPERIENCE AND KNOWLEDGE</u> | | | | | |
| | Honours degree or equivalent | ✓ | | ✓ | |
| | Qualified Teacher Status | ✓ | | ✓ | |
| | Substantial experience of teaching | ✓ | | ✓ | ✓ |
| | Substantial experience at middle leader level | | ✓ | ✓ | ✓ |
| | Experience in an inner city multicultural comprehensive school | | ✓ | ✓ | ✓ |
| | Evidence of relevant CPD | ✓ | | ✓ | |
| | Experience of working in a Church school | | ✓ | ✓ | |
| | A practising Christian | | ✓ | ✓ | ✓ |
| | Evidence of a strong contribution to raising standards in your current school | ✓ | | ✓ | ✓ |
| | A commitment to and an understanding of single sex education | ✓ | | | ✓ |
| | Evidence of promoting diversity and equal opportunities within a school | ✓ | | ✓ | ✓ |
| <u>PERSONAL APTITUDES, QUALITIES AND SKILLS</u> | | | | | |
| | The ability to contribute to strategic planning to deliver a school's vision, ethos, priorities and targets | ✓ | | ✓ | ✓ |
| | The ability to lead, influence and manage change | ✓ | | ✓ | ✓ |
| | The ability to communicate to and inspire a wide range of audiences both orally and in writing | ✓ | | ✓ | ✓ |
| | To be proactive, innovative and versatile with a high level of drive, energy, enthusiasm, resilience, reliability, integrity and humility, and a sense of humour | ✓ | | | ✓ |
| | Commitment to continuous development of self and others | ✓ | | | ✓ |

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|--|--|-------------------------|---|---|---|
| | | E | D | A | I |
| | <u>LEADING LEARNING AND TEACHING</u> | | | | |
| | Evidence of being a consistently good, at times outstanding, classroom practitioner | ✓ | | ✓ | ✓ |
| | Some experience of monitoring and developing staff, evaluating performance, celebrating excellence and challenging under-performance | ✓ | | ✓ | ✓ |
| | Make effective use of ICT for teaching and for leading | ✓ | | ✓ | ✓ |
| | Some experience of developing and leading a whole school initiative | ✓ | | ✓ | ✓ |
| | Ability to use, interpret and manipulate data | | ✓ | ✓ | ✓ |
| | <u>LEADERSHIP AND MANAGEMENT</u> | | | | |
| | Experience of and commitment to working collaboratively within a team | ✓ | | ✓ | ✓ |
| | Knowledge and understanding of the wider educational agenda including current national policies and educational issues. | ✓ | | ✓ | ✓ |
| | Commitment to positive behaviour management | ✓ | | ✓ | |
| | A demonstrable understanding of the processes of safeguarding | ✓ | | ✓ | ✓ |
| | Ability to use sound judgement to anticipate and resolve conflict. | | ✓ | | ✓ |
| | A professional approach that demonstrates excellence and earns the trust and respect of the school community | | ✓ | | ✓ |