



**Longbenton**  
HIGH SCHOOL

**Assistant Headteacher**

**Person Specification & Leadership Competencies**

	<b>Essential</b> A = application I = interview	<b>Desirable</b> A = application I = interview
<b>Leadership</b>	<ul style="list-style-type: none"> <li>→ Significant recent experience leading a team/s of staff within the mainstream secondary sector; ability to quality assure implementation and impact of a department or area and strategically address areas of concern or development (A, I)</li> <li>→ Ability to motivate learners and staff; to lead, coordinate, delegate and empower (I)</li> <li>→ Successful experience of achieving school improvement as a middle leader or AHT, rooted in research and evidence; outcomes impact (A, I)</li> <li>→ Using hard and soft data effectively to identify issues and demonstrate impact (A, I)</li> <li>→ Ability to manage change, work under pressure, see things through to completion (I)</li> </ul>	<ul style="list-style-type: none"> <li>→ Leadership of a core subject area at middle leadership level</li> <li>→ Evidence of multi-agency work and collaboration (A)</li> <li>→ Whole school responsibility for improving provision and outcomes (A, I)</li> </ul>
<b>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>→ Excellent classroom practitioner (I)</li> <li>→ Understanding of high quality teaching and learning and the ability to model this for others and support others to improve (A, I)</li> <li>→ Up to date awareness of evidence-based best practice and trends in teaching pedagogy; ability to lead on research informed practice (A, I)</li> <li>→ Robust understanding of data and performance management for benchmarking and setting targets for improvement (I)</li> </ul>	<ul style="list-style-type: none"> <li>→ Experience of raising standards directly through staff CPD delivery (A, I)</li> <li>→ Coaching experience (A, I)</li> <li>→ Use of new technologies in learning and teaching as well as management and administration of teaching and learning (I)</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>→ Effective communication and interpersonal skills; ability to engage a wide variety of audiences and build effective working relationships (I)</li> <li>→ Visible and 'hands-on'; walking the talk of leadership (I)</li> <li>→ The ability to plan meticulously, think strategically and creatively and implement changes that lead to improvements in outcomes (A, I)</li> <li>→ The ability to be self-reflective (A, I)</li> </ul>	<ul style="list-style-type: none"> <li>→ Awareness of current legislation and local issues (A, I)</li> <li>→ Evidence of active engagement in wider staff development (A, I)</li> <li>→ Understanding of school finance</li> </ul>

	<ul style="list-style-type: none"> <li>→ Encourage critical and strategic thinking (I)</li> <li>→ Ability to delegate appropriately (I)</li> <li>→ Ability to use ICT effectively (A, I)</li> </ul>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>→ Integrity, tact, discretion, warmth and a belief in service to others (I)</li> <li>→ Not motivated by ego, status or title (I)</li> <li>→ Decisive, determined and self-confident without being arrogant (I)</li> <li>→ Commitment to comprehensive and inclusive education (A, I)</li> <li>→ Passion for teaching and learning and interest in the 'science' of leadership / what makes strong leadership (A, I)</li> <li>→ Positive, enthusiastic and optimistic (I)</li> <li>→ A sense of humour; resilience (I)</li> <li>→ A team player who will work collaboratively with the entire senior team (I)</li> <li>→ Ability to work under pressure and prioritise effectively whilst still maintaining an appropriate work/life balance; prioritising health and wellbeing in order to lead well (I)</li> <li>→ Commitment to maintaining confidentiality at all times (I)</li> <li>→ Commitment to the safeguarding, equality and welfare of all students (I)</li> </ul>	
<b>Qualifications and general experience</b>	<ul style="list-style-type: none"> <li>→ UK Qualified Teacher Status (A)</li> <li>→ Good honours degree (A)</li> <li>→ A relevant postgraduate qualification (A)</li> <li>→ Evidence of and a commitment to substantial and sustained professional development over the past 3-5 years (A)</li> <li>→ Successful middle and/or senior leadership and management experience leading to impact on outcomes (A)</li> <li>→ Line management experience (A)</li> <li>→ Knowledge and understanding of a wide range of strategies and initiatives to raise standards and achievement, at all key stages (A, I)</li> </ul>	<ul style="list-style-type: none"> <li>→ Significant professional development relevant (A)</li> <li>→ An understanding of and a commitment to maintaining staff morale and welfare of individuals and groups of staff (I)</li> <li>→ Leading multiple successful whole school initiatives relating to rapid whole school improvement (A, I)</li> <li>→ Professional development in preparation for a leadership role (eg NPQ or equivalent) (A)</li> <li>→ Teaching experience in 2 or more schools (A)</li> </ul>