

Assistant Headteacher – Behaviour and Inclusion Person Specification

Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
Honours degree or equivalent	X	
Relevant CPD to this post	X	
Willingness to undertake further appropriate professional development	X	
Proven ability to raise standards in the classroom	X	
Outstanding middle leadership experience	X	
Successful teaching experience in secondary education	X	
Successful strategies for 'behaviour for learning'	X	
Experience of leading whole school initiatives	X	
Relevant qualifications, e.g. NPQML, NPQSL or equivalent		X
Successful teaching experience in an 11-18 comprehensive school		X
A proven commitment to student voice		X
Evidence of delivering CPD to staff		X

Skills and Competencies	Essential	Desirable
Demonstrate and model excellence in the classroom	X	
Apply highly effective behaviour management strategies	X	
Demonstrate a high standard of organisational skills	X	
Inspire, challenge and motivate others	X	
Clear communicator with excellent interpersonal skills	X	
Form effective working relationships with all members of the school community	X	
Counsel, coach and advise students, parents and staff	X	
Willingness to challenge others to ensure the best interests of the child	X	
Show keen interest and ability to keep abreast of new initiatives	X	
Commitment to safeguarding and promoting the welfare of young people	X	
Ambition to become a Deputy Headteacher or Headteacher		X
ICT competence		X

Personal Qualities	Essential	Desirable
Exemplary professionalism	X	
Presence and leadership by example	X	
Objective and approachable	X	
Fair and consistent, with a good sense of perspective	X	
Enthusiastic, optimistic and a good sense of humour	X	
Resilient, energetic and the ability to deliver under pressure	X	
Reflective, analytical and creative, bringing new ideas to the team	X	
Reliable and trustworthy team player	X	
Ambition and vision	X	
Determination to achieve successful outcomes	X	
Motivate others in the pursuit of excellence	X	
An excellent record of punctuality and attendance	X	
Commitment to the wider life of the school	X	