Person Specification for Assistant Headteacher

[A] Qualifications

Qualification requirements	Essential	Desirable	Source
Qualified teacher status	**E**		**A**
Degree	**E**		**A**

[B]Professional Development

	Essential	Desirable	Source
a) Evidence of regular, recent and appropriate professional development for a role in school Senior Leadership.		**D**	**A**
b) Evidence of recent relevant professional development	**E**		**A**
c) Has successfully undertaken appropriate Child Protection training	**E**		**A**

[C] School leadership and management experience

a) To have had experience of working in partnership with other schools and providers (such as developing 'outreach' support for other schools)	**E**		**A/I**

[D] Experience and knowledge of teaching

	Essential	Desirable	Source
a) Demonstrable and significant teaching experience, SEND preferable	**E**		**A**
b) The proven ability to demonstrate a high standard of classroom practice	**E**		**A**
c) Managerial, inter-personal and organisational skills.	**E**		**A**
d) Management of staff	**E**		**A**
e) Evidence of outstanding teaching and ability to effectively appraise staff at all levels and to support teachers in achieving and maintaining outstanding teaching	**E**		**A/I**
f) Experience of teaching in more than one school		**D**	**A**
g) To have taught in more than one Key Stage	**E**		**A**
h) Significant experience of developing provision for pupils with SEND	**E**		**A/I**
i) Have experience of active involvement in curriculum review	**E**		**A/I**
j) Knowledge of strategies to support behaviour including developing proactive approaches and the development of plans.	**E**		**A/I**

k) Evidence of commitment to and implementation of planning, recording and assessment, taking account of individual need	**E**		**A/I**
l) To have had experience of working in partnership with other schools and providers (such as developing 'outreach' support for other schools)		**D**	**A/I**

[E] Professional Attributes

	Essential	**Desirable**	**Source**
a) Demonstrate an awareness of the needs of the pupils at the Loyne School and how these could be met.	**E**		**A/I**
b) Excellent written and oral communication skills (which will be assessed at all stages of the process).	**E**		**A/I**
c) To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice, and monitoring to ensure outstanding practice is being sustained.	**E**		**A/I**
d) Show a good commitment to sustained attendance at work	**E**		**I/R**

[F] Personal Qualities

	Essential	**Desirable**	**Source**
a) Flexible approach	**E**		**A/I**
b) Ability to relate well to Parents/Pupils/Staff	**E**		**A/I**
c) Ability to work well in a team	**E**		**A/I**
d) Confidence and ability to work in a multi-disciplinary manner liaising with professionals in the best interest of pupils and students	**E**		**A/I**
e) Ability to promote the Loyne's strong educational philosophy and values	**E**		**A/I**
f) Be a positive role model at all times with an ability to inspire challenge, motivate and empower highly effective teams and individuals to achieve high goals	**E**		**A/I**
g) Demonstrate a capacity to be a firm but fair presence in all areas of school	**E**		**I**
h) Demonstrate personal enthusiasm and provide effective innovative leadership aimed at making a positive difference to children and young people's learning	**E**		**A/I**
i) Inspire trust and confidence across the whole school and community by modelling its values and vision at all times	**E**		**I**

	Essential	Desirable	Source
j) Manage and resolve conflict	**E**		**A/I**
k) Highly organised and able to prioritise their own work and also that of others	**E**		
l) Think analytically and creatively and demonstrate initiative in solving problems	**E**		**I**
m) Be aware of their own strengths and areas for development and listen to, reflect constructively and act upon as appropriate, feedback from others	**E**		**I**
n) Demonstrate resilience, empathy, optimism and a sense of fun	**E**		**I**

The applicant will be required to safeguard and promote the welfare of children and young people