

Assistant Head Teacher Person Specification

Criteria	Essential	Desirable	Method of Assessment
Education & Qualifications	<ul style="list-style-type: none"> • QTS (Secondary age range). • Degree qualification. • Evidence of personal growth as an educational leader. 	<ul style="list-style-type: none"> • Evidence of further professional study/qualification e.g. Masters Qualification 	Application form
Specialist Knowledge, Skills & Experience	<ul style="list-style-type: none"> • At least 5 years secondary age teaching experience. • At least 3 years' experience as a middle leader. • Excellent subject knowledge & teaching ability. • Demonstrable contribution to high levels of student progress. • Demonstrable evidence of raising the standards of learning and teaching. • Demonstrable excellent strategies for managing behaviour and discipline. • Demonstrable dedication to high academic standards. • Experience of working in a large urban school environment. 	<ul style="list-style-type: none"> • Experience of working in a wider context than an individual school. • Effective collaboration with external agencies. • Development of innovative learning and teaching. • Evidence of working with/contributing to a subject professional learning community. 	Application form Supporting Letter Interview References
Leadership & Management	<ul style="list-style-type: none"> • Recent successful experience leading a team of staff. • Effective line management and appraisal of other staff. • Effective management of change. • Effective leadership and management in a whole school context of examination outcomes. • Effective leadership of whole school developments relating to teaching, learning, self-evaluation & student development. • Positive attitude towards change. 	<ul style="list-style-type: none"> • Experience of working in a subject or pastoral leadership role as well as having school wide impact. • Evidence of leading staff learning & development both in school and externally. • Proven experience of external scrutiny and input into school-to-school support. 	Application form Supporting Letter Interview References
Professional Development	<ul style="list-style-type: none"> • Strong evidence of own continuous and on-going relevant professional development. 	<ul style="list-style-type: none"> • Experience of leading the appraisal of staff. • Evidence of own professional learning and development external to own school. • Evidence of leading on the professional development of other staff externally to own school. 	Application form Supporting Letter Interview References

<p>Personal qualities, skills and characteristics</p>	<ul style="list-style-type: none"> • Comfortable with consistently delivering excellent practice. • Build and maintain effective relationships through effective interpersonal skills. • Excellent communication skills verbally and in writing. • Inspire, challenge, motivate and empower others. • Think creatively to anticipate and solve problems. • Build on current good practice whilst moving the school forward with vision and rigour. • Develop effective teamwork and be able to contribute effectively to a range of teams. • Think strategically and contribute to creating a coherent school vision. • Demonstrate an inclusive approach to education. • Have high expectations of self and others. • Demonstrate confidence in managing and resolving conflict. • Demonstrate ability to work under pressure, maintaining a sense of perspective and humour. • Have utter commitment, integrity and dedication to role of a senior leader. • Ability to manage own time effectively. • Demonstrate reliability, resilience and tenacity. 		<p>Letter Interview References</p>
<p>Wider educational knowledge</p>	<ul style="list-style-type: none"> • Knowledge of evidenced based educational research relating to pedagogy, curriculum development and accountability. • Excellent knowledge and understanding of diversity and equality requirements. • Knowledge of latest Ofsted requirements relating to Learning, Teaching and Self-Evaluation. • An understanding of how the educational landscape is changing. 	<ul style="list-style-type: none"> • Experience of applying or undertaking evidenced based research. 	<p>Supporting Letter Interview References</p>
<p>Other</p>	<ul style="list-style-type: none"> • Sense of humour • Good health, attendance and punctuality record. 	<ul style="list-style-type: none"> • The ability to engage in critical reflection of self and school practise no matter how uncomfortable. 	<p>Supporting Letter Interview References</p>