

## Assistant Head of School – Person Specification

	<b>Essential</b>	<b>A/I*</b>	<b>Desirable</b>	<b>A/I</b>
Qualifications	<ul style="list-style-type: none"> <li>• An honours degree</li> <li>• Qualified Teacher Status</li> <li>• Recent, relevant professional leadership development</li> </ul>	<p>A</p> <p>A</p> <p>A</p>	<ul style="list-style-type: none"> <li>• A good honours degree</li> <li>• NPQ qualification</li> <li>• Recruitment training</li> <li>• Evidence of post-graduate study/ research</li> </ul>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
Strategic Leadership	<ul style="list-style-type: none"> <li>• Demonstrable experience of successful line management and staff development</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• The ability to motivate, enthuse, engage and influence all stakeholders in the school community to deliver the vision and collectively raise standards</li> <li>• Knowledge and understanding of recent government initiatives in relation to education, curriculum and potential impact on the school</li> <li>• Able to understand, interpret and articulate complex data trends to others in order to improve learning outcomes</li> <li>• The ability to play a significant role in the development and implementation of a shared strategic vision for the Trust and the school</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> <li>• Understanding of the benefits of working in a Multi-Academy Trust</li> <li>• Understanding of the issues relating to Academy status</li> <li>• Experience of working with external agencies to support teaching and learning</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p>
Educational Excellence	<ul style="list-style-type: none"> <li>• An outstanding classroom practitioner</li> <li>• Proven track record of successfully and systematically improving learning outcomes for students</li> <li>• Recent experience of successfully leading a whole school initiative and evaluating the impact on student outcomes</li> <li>• Understanding of how to raise standards in teaching and learning</li> <li>• Understanding of successful strategies for closing achievement gaps for different groups of students</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> <li>• Experience of developing literacy</li> <li>• Experience of developing SMSC/student character/student wellbeing</li> <li>• Experience of developing student voice and rewards initiatives</li> <li>• Experience of curriculum development</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

	<b>Essential</b>	<b>A/I/R</b>	<b>Desirable</b>	<b>A/I/R</b>
Operational Management	<ul style="list-style-type: none"> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Ability to build effective working relationships</li> <li>• Ability to delegate efficiently</li> <li>• Evidence of successful management of monitoring and evaluation strategies relating to: quality of teaching and learning, pupil outcomes, quality of provision and efficiency</li> <li>• Evidence of participation in an evidence based performance management system resulting in rigorous accountability</li> <li>• Ability to provide a significant input on the new OFSTED School Inspection Framework</li> <li>• Track record of developing, empowering and supporting individuals and teams</li> <li>• Experience of SIMS reporting and pastoral modules</li> </ul>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> <li>• Experience of participation in the process of curriculum planning</li> </ul>	<p>A/I</p>

**\*A = Application; I = Interview**