



Midsomer Norton
Schools Partnership

Person Specification Assistant Headteacher (Safeguarding & DSL)



Buckler's Mead
ACADEMY

	Essential	Desirable
Qualifications & Professional Development	<ul style="list-style-type: none"> • Honours Degree or equivalent • Qualified Teacher Status • Evidence of appropriate professional development as a Middle Leader (Head of Department or Pastoral Team) • A record of consistently outstanding teaching • Excellent classroom management skills and evidence of sustained, outstanding and successful classroom practice 	<ul style="list-style-type: none"> • Further professional qualifications or higher degree
Experience	<ul style="list-style-type: none"> • A range of successful teaching and leadership roles • Evidence of strong leadership skills with at least 3 years' experience as a middle leader • Successful leadership of a key school development issue, resulting in quantifiable improvement and impact • Experience of making, actioning and following through safeguarding referrals • Experience of working effectively with a wide range of external agencies to support individuals and families • Experience as Deputy Designated Safeguarding Lead • Actively contributing to school INSET programmes • Evidence of successful outcomes with students of all abilities across KS3 and KS4 • Understanding of the characteristics of high quality behaviour and safeguarding • Using the Teacher Appraisal process to raise performance of staff • Effective use of systems and processes to successfully manage a team of staff 	<ul style="list-style-type: none"> • Successful teaching in more than one secondary school • Successful and effective leadership at Senior Leadership level • Working with a range of staff across pastoral and subject areas • Managing a range of staffing and personnel management issues • Experience as Designated Safeguarding Lead
Knowledge and Understanding	<p>Candidates should be able to demonstrate:</p> <ul style="list-style-type: none"> • Knowledge, understanding and use of positive behaviour for learning strategies 	<ul style="list-style-type: none"> • Knowledge and awareness of local, national and global trends and issues • Knowledge and understanding of inclusion and its contribution to success for all

	<ul style="list-style-type: none"> • The relevance and use of different leadership and management styles and practises in different context within the academy • Up to date knowledge of the Ofsted framework • Knowledge of safeguarding policy and procedures • Understanding of the use of trackers and data management in schools and the impact on Teaching and Learning 	
Professional Qualities	<p>Candidates should have the ability to:</p> <ul style="list-style-type: none"> • Contribute to the development of an organisation in which all staff recognise that they are accountable for the academy's success • Maintain high standards of student behaviour and discipline across the academy • Ability to support colleagues with student behaviour issues and diffuse difficult situations • Be a highly organised individual who has an eye for detail and structure • Be a reflective and analytical practitioner • Present, communicate, consult, negotiate and delegate effectively • Manage own and others' workload to ensure that pressure does not result in stress • Give and receive effective feedback and act to improve personal performance • Manage change positively by self and others • Work ahead of deadline dates and promptly respond to staff requests (at all levels) • Role model the professional behaviour and attitude of a senior leader • Build positive relationships with students, parents and staff 	<ul style="list-style-type: none"> • Experience in recruitment of staff • Experience of managing financial resources • Experience in speaking to large audiences of parents and students • Evidence of extra-curricular contribution
Personal Qualities and Skills	<ul style="list-style-type: none"> • Commitment to and a vision for comprehensive education and equality of opportunity • A passion for raising the aspirations of young people from all backgrounds 	<ul style="list-style-type: none"> • Confident user of Google (particularly Google classroom)

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| | <ul style="list-style-type: none">• A belief that education is about the development of the whole person, not just qualifications• Capacity for hard work with enthusiasm, humour and energy for achieving the best for all students and staff• Ability to think analytically and creatively and demonstrate initiative in solving problems• Excellent project management and organisational skills• Good health, stamina and resilience• Good judgement, integrity and courage• Awareness of own strengths and areas for development and able to listen to reflect constructively and act upon feedback from others, as appropriate• Willingness to work outside of term dates and school hours• Tenacity and the ability to stay calm under pressure• Ability to inspire and motivate others, tactful, respectful and sensitive to the needs of others• Excellent ICT skills | |
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