**PERSON SPECIFICATION**

**Post Title:** Assistant Headteacher,
**Responsible to:** Headteacher
**Grade: L1-L5**
**Purpose of the Job: Responsible for inclusion across the whole school**

|  |  |  |  |
| --- | --- | --- | --- |
| **Selection criteria** | **Essential** | **Shortlisting** | **Interview** |
| **Qualifications** | * Qualified Teacher Status
 |  |  |
| * National Qualification in SEND
 |  |
| * Evidence of professional development or further study
 |  |
| **Experience** | * Consistently good and outstanding

classroom practice |  |  |
| * Working successfully with a range of agencies to meet the needs of the most vulnerable learners
 |  |  |
| * Working with support staff to promote strong outcomes
 |  |  |
| * Recent successful experience as a SENCO.
 |  |  |
| * Successful experience of accelerating progress and achieving high outcomes
 |  |  |
| **Strategic Direction and Development of the school** | * Ability to promote the vision and ethos of the school
 |  |  |
| * Ability to formulate action plans and monitor, evaluate and review the impact of these
 |  |
|  | * To lead on whole school initiatives and monitor the impact on actions taken
 |  |  |
| **Leading and Managing Staff** | * Ability to lead and motivate staff and support them in their work
 |  |  |
| * Ability to co- ordinate the work of a team
 |  |
| * Hold staff accountable for their performance
 |  |
| * Support and motivate staff to be outstanding practitioners
 |
|  | * Coach others in developing strong practice
 |  |  |
| **Teaching and Learning** | * Understanding of excellent practice
 |  |  |
| * Understanding of the principles of effective learning and ability to promote a culture of learning throughout school
 |  |  |
| * Understanding of quality curriculum provision
 |  |  |
| * Understanding of monitoring evidence including assessment information and ability to use these to meet the needs of all children
 |  |  |
| * Understanding of barriers to learning and effective ways to overcome these
 |  |  |
| * Ability to implement and monitor the impact of intervention programmes
 |  |  |
| * Ability to promote inclusion including teaching and learning strategies for the most vulnerable
 |
| * Ability to promote an effective learning environment that promotes outstanding learning
 |
| * Ability to meet the needs of all learners through planning, assessing and reviewing practice
 |
| * Ability to promote high expectations and support children and staff to meet these
 |
| * Ability to reflect on practice and improve
 |
| **Behaviour Management** | * Manage behaviour effectively across the whole school
 |  |  |
|  | * Understand behaviour needs and implement strategies that result in positive behaviour
 |  |  |
| **Relationships with Parents** | * Successful experience of creating partnerships with parents to support learning
 |  |  |
| **Personal Skills** | * Ability to manage time well and work to deadlines
 |  |  |
| * Effective interpersonal, communication and presentation skills
 |  |  |
| * Ability to communicate clearly to a range of audiences
 |  |  |
| * Resilience, flexibility, resourcefulness, positivity and an ability to retain a sense of perspective
 |  |  |
| * Ability to work with thoroughness and an eye for detail
 |  |  |
| * Ability to build effective relationships built on trust and mutual respect
 |