



# Assistant Head Teacher Teaching, Learning and Achievement Person Specification

*Empowering Autistic people to lead independent, fulfilling & happy lives*

Factors	Essential	Desirable	Assessment method
Qualifications	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Honours Degree</li> <li>Outstanding Teacher</li> <li>Experience of working with students with SEND, including Autism</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a specialist setting</li> </ul>	Application form Interview Certificates
Training	<ul style="list-style-type: none"> <li>PGCE</li> <li>Extensive record of CPD</li> </ul>	<ul style="list-style-type: none"> <li>Specialist SEND qualification</li> <li>NPQSL/NPQML</li> </ul>	Application form Interview Certificates
Experience	<ul style="list-style-type: none"> <li>Experience of working with students with SEND. including Autism</li> <li>Experience of using Autism Specific Strategies</li> <li>Experience of a substantial middle leadership or curriculum leadership role</li> <li>Experience of leading on whole school teaching and learning strategies</li> <li>Experience of sharing good practice, collaboration and supporting colleagues in their teaching and learning</li> <li>Experience of quality assurance systems and processes</li> <li>Experience of complying with Health and Safety requirements and risk assessments</li> <li>Experience of implementing whole school development initiatives and plan</li> <li>Experience of NQT or trainee teacher/teacher support</li> <li>An inspirational classroom teacher with proven delivery of high quality outcome</li> </ul>	<ul style="list-style-type: none"> <li>Experience of PECS/Attention Autism/Makaton/TEACCH principles and practice.</li> <li>Experience of leading a whole school projects</li> <li>Experience of working in a variety of roles in more than one School</li> </ul>	Application form Interview
Knowledge and Skills	<ul style="list-style-type: none"> <li>An inspirational classroom teacher with proven delivery of high quality outcomes</li> <li>High level of student attainment in own teaching</li> <li>Knowledge of Ofsted framework</li> <li>Good understanding of the principles of building an effective curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of a range of communication tools and strategies for young people with autism.</li> <li>Improving performance through coaching</li> </ul>	Application form Interview References

	<ul style="list-style-type: none"> <li>• Up to date understanding of national curriculum developments and its requirements</li> <li>• A passion for developing a curriculum that prepares young people for adulthood.</li> <li>• A commitment to ensuring the highest standards are maintained in the quality of teaching, learning, assessment and feedback across the school</li> <li>• Up to date knowledge of Pedagogy approaches</li> <li>• Relevant knowledge of a range of teaching and learning strategies that lead to rapid student progress for students with SEND needs.</li> <li>• Knowledge of Education and Endowment Foundation research and strategies</li> <li>• Confident in the use of data to drive forward teaching and learning and school improvement</li> <li>• Outstanding knowledge of professional teaching standards</li> <li>• Good knowledge of safeguarding requirements</li> <li>• Ability to motivate individuals and teams to work effectively</li> <li>• Clear commitment to AfL</li> <li>• Excellent oral and written communication skills including influencing skills</li> <li>• Ability to develop and encourage good relationships with parents, carers and the local community and other stakeholders to improve the integration of pupil learning</li> <li>• Ability and willingness to challenge middle leaders to raise standards and support them to hold their teams to account</li> <li>• Ability to prioritise, analyse problems, resolve issues and be accountable</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Understanding of the diverse nature of British society and the local community</li> <li>• Ability to work in a way that promotes the safety and wellbeing of children and young people</li> <li>• Ability to seek, establish and maintain external partnership to support school improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering thinking skills/metacognitive practices.</li> <li>• Experience in Action Research</li> <li>• Knowledge of assessing students below national curriculum levels.</li> <li>• Knowledge of Education and Endowment Foundation research and strategies</li> </ul>	
Beverley School Values and Ethos	<ul style="list-style-type: none"> <li>• Belief in person centred, non-judgemental practice.</li> <li>• Willingness to embrace the school values of Ready, Respectful and Safe</li> </ul>		Interview

Personal Qualities	<ul style="list-style-type: none"> <li>• Ability to work and communicate with young people</li> <li>• Confident communicator with a passion for education</li> <li>• Seek to work collaboratively and resolve conflict</li> <li>• Energy and enthusiasm to support young people to develop intellectually and personally</li> <li>• Strong commitment to CPD for self and colleagues.</li> <li>• Resilience</li> <li>• Personal integrity</li> <li>• Emotionally intelligent: personable and tactful</li> <li>• A sense of humour</li> </ul>		Interview References
Application	<ul style="list-style-type: none"> <li>• Full and accurate completion of school application form</li> <li>• High standards in spelling and writing</li> </ul>		Application form