

KING EDWARD VI ASTON SCHOOL
Person Specification for a member of the Senior Leadership Team
Appointment of an Assistant Headteacher

This is a guide, and it is not expected that any applicant will necessarily fulfil all of the listed points.

1. Qualifications & training

- i. A degree
- ii. Qualified Teacher Status.
- iii. Evidence of an understanding of how staff professional development contributes towards school improvement.
- iv. Evidence of an understanding of the role of middle leadership in driving school improvement.
- v. Evidence of an understanding of the role of pastoral care within a school setting.
- vi. A positive attitude towards their own professional development or studying for further qualifications.

2. Experience

- i. Significant amount of teaching experience.
- ii. Experience of working with other schools/organisations.
- iii. Experience of leading and managing staff.
- iv. Experience of communicating with parents.
- v. Experience of having challenging conversations with staff, students and parents.
- vi. Experience of working as a member of a team.

3. Personal Qualities

- i. Able to work as a member of a team in a highly collegial manner.
- ii. Proven track record of successful change management – and a drive to complete the task by the deadline.
- iii. Resilience to respond if and when things do not turn out as expected.
- iv. Trustworthiness and the ability to maintain a confidence.
- v. Commitment to our school values: honesty, integrity, diligence and kindness.
- vi. A clear understanding of the ambassadorial qualities required from a senior school leader.
- vii. A positive attitude with a sense of humour.
- viii. A clear belief on the transformative purpose of education and the ability to see the 'big picture'.
- ix. Good self-organisation and the ability to prioritise and anticipate.
- x. A willingness to listen and help.
- xi. The ability work independently to create, lead and deliver a vision for their strategic area of responsibility.
- xii. The ability to challenge more senior colleagues and peers where relevant and to share/promote a leadership vision even when reservations are held.

The school takes its responsibilities towards safeguarding extremely seriously and in addition to assessing the candidates' ability to perform the duties & responsibilities associated with the post, the interview will also explore issues relating to safeguarding, e-safety & promoting the welfare of the students.