



# Bartholomew School

## Assistant Headteacher – Behaviour & Culture

### Person Specification

Characteristic	Essential	Desirable
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Good degree and academic background</li> <li>• Qualified Teacher Status</li> <li>• Evidence of further professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of significant leadership development (e.g. having an NPQ or other professional qualifications)</li> </ul>
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Experience in a Middle Leadership post as either Head of Year or Head of Department.</li> <li>• Experience of leading and managing teams of colleagues successfully</li> <li>• Experience of monitoring and evaluating members of the school community</li> <li>• Have been successful in the management and implementation of change</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing the professional development of staff</li> </ul>
<b>Relevant Skills and Aptitudes</b>	<ul style="list-style-type: none"> <li>• Excellent written and oral communication skills</li> <li>• Understand and have used data management techniques to monitor/evaluate performance</li> <li>• Excellent organisational, interpersonal and people management skills</li> <li>• Able to positively manage difficult situations</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Be aware of major issues and current thinking in leadership, curriculum development, care and welfare of students</li> </ul>	
<b>Personal</b>	<p>The selection panel will also want to assess the extent to which the candidate demonstrates the ability:</p> <ul style="list-style-type: none"> <li>• to create, promote, instigate and maintain a culture of high achievement</li> <li>• to relate to pupils and staff, leading, motivating and managing them to achieve</li> <li>• to act with integrity, commitment, enthusiasm and loyalty</li> <li>• to dedicate themselves to the development of Bartholomew School whilst maintaining their own professional development and ambition for promotion</li> </ul>	

Craig Thomas

March 2024