

Person Specification

Assistant Headteacher



Factor	Essential	Desirable	Assessment*
Qualification	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree at level 2:2 or above/or equivalent. 	<ul style="list-style-type: none"> • National Professional Qualification for Middle Leadership (NPQLBC) • National Professional Qualification for Senior Leadership (NPQSL) • National Professional Qualification for Headship (NPQH) 	A, I, R, D
Experience	<ul style="list-style-type: none"> • Experience in working effectively with parents/carers, external professionals and other agencies. • Experience in safeguarding children and young people. • Experience of leadership at whole school level. • Experience of successfully supporting others. • Experience of working with a governing body. • Experience of deploying staff across a whole school. • Experience of strategic planning. • A consistently outstanding teacher. 	<ul style="list-style-type: none"> • Held a leadership position • Be part of the safeguarding team 	A, I, R
Skills and Knowledge	<ul style="list-style-type: none"> • An ability to support motivate and inspire both pupils and colleagues. • Ability to work with parents, carers and professionals. • Ability to work with pupils from a broad range of needs. • Ability to support pupils when dysregulated. • Knowledge of complex needs including sensory and physical needs. • Ability to develop and deliver effective and inspirational professional development. • Ability to review whole school systems to ensure robust evaluation • Knowledge of statutory requirements and other legislation relating to Safeguarding/EHCP/Employment • A commitment to the principles of high-quality SEN provision • Excellent behaviour management techniques and skills • Ability to use a range of ICT effectively and creatively as a tool for learning • Be able to drive (the school has two separate campuses) 		A, I, R
Personal Attributes	<ul style="list-style-type: none"> • The ability to work well alone and contribute as a team member • The ability to identify priorities, be self-motivated and manage time effectively • The ability to communicate effectively with a wide range of people including children, staff, parents and Governors • A commitment to their own continuing professional development 		A, I, R

	<ul style="list-style-type: none"> • The ability to be professionally curious and persistent in safeguarding and protecting children. 		
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**Assessment Method – details how the criteria will be assessed*

A = Application Form, **I** = Interview, **R** = References, **D** = Documentary Evidence