



Assistant Headteacher Person Specification: Inclusive Practice

Evidence	Essential	Desirable	Assessed
Qualifications			
Qualified Teacher Status	✓		App
First degree or equivalent	✓		App
Evidence of a commitment to personal professional development	✓		App
NPQSL		✓	App
Higher Degree		✓	App
Experience			
Substantial previous experience of subject or pastoral leadership in a secondary or all-through school.	✓		App
Track record of sustained successful teaching across the secondary age range.	✓		App
Strategic Vision and Direction			
Ability to articulate, share and contribute to the school's vision of a very high quality, inclusive education for all its students	✓		App / Int
Clear contextual understanding of the school's strengths, priorities and challenges	✓		App / Int
An ethical vision that supports the school's work and generates high levels of commitment amongst all staff	✓		Int
Ability to deploy and monitor resources, in the best interests of pupils' achievements and the school's sustainability.		✓	Int
Sound understanding of current policy including the new OFSTED Inspection Framework and its implications for the future development of the school.	✓		Int
Evidence of the ability to work effectively with a Governing Body		✓	Int
Operational Effectiveness			
Track record evidencing ability to raise standards and deliver educational excellence	✓		App / Int
Strong analytical skills with the ability support colleagues in the interpretation of both quantitative and qualitative data	✓		Int
Experience of using school data analysis software to monitor and improve student outcomes.		✓	App / Int
Ability to introduce and develop effective whole school systems, processes and working practices.	✓		App / Int
Practical understanding of behaviour management and intervention	✓		Int
Ability to contribute to the development of an effective, inclusive and balanced 4 to 18 school curriculum.	✓		Int
Understanding of and commitment to an effective behaviour intervention policy and its legal requirements	✓		Int
Understanding of and commitment to all Safeguarding procedures	✓		Int
Leadership and Culture			
Ability to work effectively with senior colleagues as a collegiate, collaborative and considerate co-worker	✓		App, Int, Ref
Ability to drive a collaborative, dynamic school culture where all staff are motivated to develop their own learning whilst supporting each other to improve standards.	✓		App / Int
Highly effective communicator, with the ability to adapt style so that it is appropriate to audience	✓		Int
Willingness to champion the voice of all stakeholders	✓		Int
Committed to the provision of a positive, inclusive educational experience that supports the needs of all learners,	✓		Int
Ability to work effectively with other schools, external agencies and professional colleagues	✓		Int

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.