

## **Assistant Headteacher: Culture: Relationships and Behaviour**

### **Person Specification**

Short listing will be based on the criteria listed below. Applicants should show in their application how their skills and experience match those criteria.

Method of assessment: A (application form); I (interview); C (certificates); R (references)

<b>Knowledge/Qualifications:</b>	<b>Essential / Desirable (E / D)</b>	<b>Method of assessment</b>
<ul style="list-style-type: none"> <li>• Good Degree</li> <li>• Substantial experience of middle leadership</li> <li>• Evidence of high impact</li> <li>• Further professional qualifications</li> <li>• NPQSL</li> </ul>	E E E D D	A/C A/I A/I/R A/C A/I/C
<b>Leadership and Management Experience:</b>	<b>Essential / Desirable (E / D)</b>	<b>Method of assessment</b>
<ul style="list-style-type: none"> <li>• Fully embrace the mission and values of the school</li> <li>• Have a clear vision for your area of responsibility and an understanding of the role of a senior leader in a school</li> <li>• Maintain the highest expectations of all students and all staff</li> <li>• The ability to strategically plan and implement improvement</li> <li>• Ability to lead on research informed practice across the school</li> <li>• Communicate effectively with all stakeholders</li> <li>• Experience of delivering high quality whole school CPD</li> <li>• Fully embrace the mission and values of St Katherine's School</li> <li>• Experience of leading on behaviour in secondary school(s)</li> <li>• Aiming for Headship</li> </ul>	E E  E E E E E D D D	A/I A/I  I A/I/R A/I A/I A/I/R A/I A/I A/I A/I

<ul style="list-style-type: none"> <li>Evidence of impact across a number of schools i.e. within a MAT</li> </ul>		
<b>Personal qualities</b>	<b>Essential / Desirable (E / D)</b>	<b>Method of assessment</b>
<ul style="list-style-type: none"> <li>A dynamic leader and a team player</li> <li>Must be able to receive and give feedback</li> <li>A genuine care and respect of students and colleagues</li> <li>Integrity</li> <li>Sense of humour</li> <li>Ability to work well under pressure</li> <li>'Can do attitude' willing to engage in whole school life.</li> <li>Commitment to safeguarding and promoting the welfare of children, young people and adults</li> <li>Ability to ensure and deliver effective safeguarding</li> </ul>	E E E E E E E E E E	A/I A/I I I A/I/R A/I A/I A/I/R A/I/R A/I/R A/I/R

Cathedral Schools Trust is an equal opportunities employer and recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. Applications are welcome from all suitably qualified candidates regardless of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, gender reassignment, disability or age, and maternity, marital or civil partner status.

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.