



<b>ASSISTANT HEADTEACHER – Data and Achievement PERSON SPECIFICATION</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ QTS</li> <li>▪ Degree level qualification (subject specific)</li> <li>▪ Evidence of continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Professional development in preparation for a senior leadership role</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>▪ Able to teach full range of ability 11-16</li> <li>▪ Able to create an excellent climate for learning within teaching area</li> <li>▪ Able to use a range of strategies to promote learning</li> <li>▪ Able to manage and encourage good behaviour</li> <li>▪ Able to develop positive and meaningful relationships with students</li> <li>▪ Able to make appropriate use of ICT for learning</li> <li>▪ Understanding of how to use data to inform planning and improve students' performance</li> <li>▪ Understanding of a range of assessment for learning approaches, including grades where appropriate</li> <li>▪ Able to communicate with students, parents and carers about student's progress</li> <li>▪ Engaged with developments in teaching and learning strategies to raise achievement</li> </ul>	<ul style="list-style-type: none"> <li>▪ Able to teach full range of ability 11-18</li> </ul>
<b>Experience/knowledge</b>	<ul style="list-style-type: none"> <li>• Proven success in improving student outcomes</li> <li>• Demonstrable experience of successful line management that is both supportive and challenging</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Competent in school data management systems.</li> <li>• Leading CPD</li> <li>• Appraising staff</li> </ul>	



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<b>Personal Skills and Qualities</b>	<ul style="list-style-type: none"> <li>▪ Positive and supportive presence in the daily operations of a school</li> <li>▪ A commitment to securing the best outcomes for all students and promoting the ethos and values of Colonel Frank Seely Academy and The Redhill Academy Trust</li> <li>▪ Drive to continuously improve own practice and those around them.</li> <li>▪ Drive own professional development.</li> <li>▪ Values of hard work, humility and ambition to challenge 'norms'</li> <li>▪ Ability to work under pressure and prioritise effectively</li> <li>▪ Desire to learn from the best research and practice to improve provision at CFSA.</li> <li>▪ Commitment to maintaining confidentiality at all times</li> <li>▪ Commitment to safeguarding and equality</li> <li>▪ Motivate others and adopt a positive approach to education.</li> <li>▪ Ability to develop others so that they are highly effective in their roles.</li> <li>▪ Analytical.</li> <li>▪ Ability to work in high performing team, bringing new ideas and be a forward thinker</li> <li>▪ Be reliable and act with Integrity</li> <li>▪ Excellent organisational skills</li> <li>▪ Be flexible in approach to learning</li> <li>▪ Strong attention to detail and clarity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Strategic Planning</li> <li>▪ Motivational Skills</li> </ul>



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<b>Specialist skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Relentless focus on curriculum, teaching, learning and assessment and the use of data to drive improvement</li> <li>• Using data analysis tools to identify trends and patterns to inform actions</li> <li>• Ability to work effectively as a member of a leadership team, to show initiative, imagination, vision and inspire others</li> <li>• Show knowledge of current education legislation, Ofsted framework, policy and practice in relation to curriculum and personal development</li> <li>• Ability to support staff and students in maintaining high standards in a variety of ways</li> <li>• Ability to inspire, motivate and raise aspirations of students</li> <li>• Ability to communicate to a range of audiences using a variety of techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of best practice in a wide range of settings to inform strategic work to further improve outcomes and develop students' Character development.</li> <li>• Experience in line management in both curriculum and pastoral areas</li> <li>• Experience of line management of Data and Exam manager</li> </ul>