

**Gosforth Central Middle School**

**Post of Assistant Headteacher: Person Specification**



<b>Selection Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>		
<b>Qualifications, Training and Experience</b>					
Qualified Teacher Status	✓		A	R	
Graduate Status	✓		A	R	
Experience at Senior/Middle Leadership level	✓		A	R	
Experience of working in more than one school		✓	A	R	
Experience as a Subject or Year Leader (Middle leader evidence)	✓		A	R	I
Evidence of further professional development, e.g. NPQ, Master's Degree,	✓		A	R	I
Excellent classroom practitioner	✓		A	R	I
<b>Knowledge and Understanding of Strategic Leadership</b>					
Knowledge of current educational developments	✓		A	R	I
Evidence of successful leadership as a middle and/or senior leader	✓		A	R	I
Evidence of effective working/supporting as part of a leadership team	✓		A	R	I
Recent experience of leading a whole school development		✓	A	R	I
Ability to use comparative data to establish benchmarks, target resources and raise achievement		✓	A	R	I
Experience of monitoring and evaluation, including school/subject/department self-evaluation, to develop practice and raise standards		✓	A	R	I

<b>Selection Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>		
<b>Knowledge and Understanding of Strategic Leadership (Continued)</b>					
Experience of setting high expectations and aspirations for all students and staff, modelling desired behaviours and challenging underperformance and those with low expectations of themselves and others	✓			R	I
Knowledge and experience of restorative and trauma informed approach		✓		R	I
<b>Leading Learning, Curriculum and Inclusive Practices</b>					
A breadth of pastoral experience across whole school	✓		A	R	I
Knowledge of and involvement in inclusion including SEND		✓	A	R	I
Knowledge of and involvement in safeguarding	✓		A	R	I
Knowledge of and demonstration of high-quality teaching and learning	✓				I
Ability to challenge and support students and staff to ensure high standards and expectations	✓		A	R	I
Knowledge and implementation of assessment procedures	✓		A	R	I
Knowledge and demonstration of data analysis	✓		A	R	I
<b>Leading People</b>					
Demonstrable track record of supporting and developing others	✓			R	I
Ability to provide professional advice, coaching and to deliver training to colleagues at all levels	✓			R	I
Able to foster an open, fair and equitable culture	✓			R	I
Can hold colleagues to account and challenge poor performance		✓		R	I
Ability to build trust with partners and act in an ambassadorial role for the school	✓			R	I
Confident and assertive when working with a wide range of stakeholders	✓			R	I
Experience of leading and managing a diverse range of colleagues from across the school		✓	A	R	I

<b>Selection Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment</b>		
<b>Leading in the Community</b>					
Knowledge of multi-agency work	✓		A	R	I
Ability to form constructive relationships with parents and all stakeholders	✓			R	I
Outward looking with a desire to find best and next practice in order to move the school forward	✓			R	I
<b>Personal Attributes</b>					
A reflective practitioner with good listening skills	✓			R	I
Excellent written communication and written presentation skills, including the ability to present complex information and concepts clearly and concisely	✓		A	R	I
Excellent oral communication and presentation skills	✓			R	I
Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines	✓			R	I
Flexible, hardworking and diligent	✓			R	I
A proactive problem-solver	✓			R	I
Ability to maintain optimism, enthusiasm and energy, even in the most difficult of circumstances	✓			R	I
<b>Special Requirements</b>					
No adverse enhanced disclosures of criminal convictions.	✓		A	R	I
Satisfactory completion of all pre-employment checks.	✓		A	R	R

**A = Application form and letter      R = References      I = Interview process**

**March 2025**