



Lawnswood School - Person Specification **Assistant Headteacher**

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> • QTS and good Honours degree • Leadership experience • Further formal Professional Development • Outstanding classroom practice that inspires students and adds value to their progress • Proven track record of having significant impact in current post 	<ul style="list-style-type: none"> • Further professional qualification • Experience of more than one school 	Application form, letter & references
Skills & Knowledge	<ul style="list-style-type: none"> • Knowledge of different approaches to school improvement • Good knowledge of standards and the ability to use this to improve outcomes for all students • Knowledge of safeguarding and child protection • Ability to accurately judge the quality of teaching, learning and progress overtime • Skills in coaching & improving the performance of staff • Experience in developing and leading strategies to improve key areas of the school (teaching and learning, pastoral care, attendance, outcomes) • Ability to work as a member of a team and independently • High level of ICT skills and knowledge of applications of ICT to teaching, learning and management • Knowledge of and experience of following and developing Health and Safety procedures 		Letter, references & selection process
	Essential	Desirable	Evidence
Personal qualities and skills	<ul style="list-style-type: none"> • Enthusiastic, sensitive, flexible, hardworking and the ability to remain calm 		Letter, references & selection process

	<ul style="list-style-type: none"> • Ability to translate vision into reality • High level skills of effective communication (both verbal and written) with all stakeholders, time management and prioritisation • Ability to keep confidences • Excellent interpersonal skills and organisational skills • Ability to support and challenge • Ability to inspire, motivate and influence others • Excellent attendance record • Willingness to participate in the extracurricular life of the school 		
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