

Person Specification

Assistant Headteacher

Qualifications & Experience Essential Desirable

- A graduate with Qualified Teacher Status
- At least 2 years successful comprehensive school experience of leadership at senior leadership level or post of equivalent responsibility within the education sector.

Professional Knowledge and understanding Essential Desirable

- Excellent classroom practitioner
- Experience of leading change and innovation in an educational context.
- Evidence of keeping up to date with educational thinking and knowledge and relevant current legislation.
- Knowledge and understanding of the principles and practise of school self-evaluation.
- Substantial professional development in support of leadership in the last 3 - 5 years.

Abilities and Skills Essential Desirable

- Ability to inspire and motivate students and staff.
- Ability to create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.
- Ability to engage stakeholders in rigorous self-evaluation for school improvement.
- Ability to analyse and use data to inform improvement strategies to ensure improved outcomes for students.
- An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool.

Personal Essential Desirable

- Self-awareness, perceptiveness and being empathetic to the needs to the needs of all stakeholders.

- The ability to act with integrity.
- Flexibility in adapting to changing situations.
- Demonstrates a positive outlook in the face of challenges.
- A commitment to continued learning for all members of the community.
- The ability to prioritise, plan and organise self and others.
- The ability to think creatively to anticipate and solve problems.
- Excellent written and oral communication skills for a variety of audiences.
- Energy, stamina and resilience.
- An ability to foster an open, equitable culture and manage conflict.

Safeguarding Responsibilities

- Demonstrate a commitment to keeping children and young people safe
- Report any disclosure made to you to the appropriate person
- Report any safeguarding concerns in the workplace to the appropriate person
- Maintain an awareness of the Trust policies in relation to safeguarding

The Sigma Trust is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies in place which promote safeguarding and safer working practice across our schools