

Person Specification
Assistant Headteacher- class based

Skills and Abilities	Essential	Desirable	Assessed by
The ability to lead and manage the school team effectively and efficiently and work with other professionals and agencies	✓		Interview and application
Communication skills, oral, written and presentational	✓		Application & interview
The ability to deliver well planned, organised and innovative lessons	✓		Interview
Proficiency in the use of ICT and the software programmes used in schools	✓		Application
The ability to lead, model and manage positive behaviour, good order and assertive discipline in the school	✓		Application and interview
The ability to manage school information and data for recording, monitoring, evaluation and reporting	✓		Application and interview
Displays commitment to the protection and safeguarding of children and young people	✓		Application and interview
The ability to coach and develop members of staff both teaching and non teaching, which impacts on standards	✓		Application and interview
Knowledge			
Relevant (to be agreed) subject/area (s) and/or curriculum expertise	✓		Application
How to lead curriculum development and manage innovation and change	✓		Application and interview
How to use information and data to set targets, raise attainment and achievement	✓		Interview
How children and young people learn, develop and progress through life stages and events	✓		Application and interview
How ICT can be used effectively to motivate children to learn	✓		Interview
How to plan, deliver, monitor and evaluate lessons and learning as part of the school curriculum	✓		Application and interview
How to manage health and safety policy and promote and safeguard pupil welfare	✓		Application and interview
How to manage equalities and inclusion policies and how these are implemented in schools	✓		Application and interview
Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people	✓		Application and interview



Qualifications and Experience			
Qualified Teacher Status	✓		Evidence of qualification
Successful teaching experience, including in middle management position(s) or a successful Fast Track progression route	✓		Application
Post threshold teacher status- leadership experience	✓		Application and interview
Evidence of continuing professional development, for example, Leading From the Middle	✓		Application and interview