**The Chantry School**

**Person Specification**

**Assistant Headteacher: Pupil Progress**

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| ***Selection Criteria*** | **Essential** | **Desirable** | **Source** |
| **Qualifications** | | | |
| Qualified Teacher Status |  |  | A |
| Good Honours Degree |  |  | A |
| Gained or working towards NPQH / NPQ SL/NPQML/MA |  |  | A |
| Further academic qualifications or management training |  |  | A |
| **Experience – *The successful candidate will have:*** | | | |
| A track record of using data effectively to identify underperformance and implement solutions to impact on pupil performance and outcomes |  |  | AIR |
| Carrying out a middle leadership post that has impacted on standard and progress, positively over the last 3 years |  |  | AR |
| Track record of outstanding teaching over the last 3 years with an upto date knowledge on effective pedagogy |  |  | AIR |
| Experience of managing a team successfully |  |  | AR |
| Experience of working in more than one school |  |  | A |
| Experience of leading both teachers and associate staff |  |  | A |
| Experience of monitoring and evaluating aspects of teaching and learning and / or performance management |  |  | AIR |
| A track record of leading a department to improved performance, as demonstrated by Ofsted judgements and/or pupil outcomes over time |  |  | AIR |
| Evidence of a commitment to self-improvement as a professional |  |  | IR |
| **Professional Knowledge, Skills and Abilities - *The successful candidate will have:*** | | | |
| Knowledge and understanding of what constitutes high quality educational provision, the characteristics of an effective school and strategies for raising pupils’ achievement |  |  | AI |
| An effective leadership style that encourages, motivates and includes all. |  |  | AIR |
| An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions |  |  | AI |
| The ability to be able to communicate effectively in a range of situations and be able to adapt style and approach where necessary to achieve the desired outcome |  |  | IR |
| A thorough understanding of current educational issues |  |  | AI |
| The ability to manage change effectively |  |  | AR |
| The ability to work well with others and delegate as necessary |  |  | AIR |
| High level of personal ICT skills and knowledge of software and the ability to use these effectively in a range of situations |  |  | A |
| **Personal Qualities – *The successful candidate must have and be able to demonstrate:*** | | | |
| Ability to work under pressure and to deadlines |  |  | IR |
| Strong interpersonal, written and oral communication skills |  |  |  |
| High expectation of self and others |  |  | IR |
| High standards of loyalty and professional integrity |  |  |  |
| Excellent punctuality |  |  | R |
| An understanding and commitment to the protection and safeguarding of children and young people |  |  | I |
| Excellent organisational skills, especially when logistically planning multiple event involving other institutions |  |  | IR |
| Energy, imagination, loyalty and personal commitment |  |  | IR |
| Ability to inspire the trust, confidence and respect of pupils, staff and the community |  |  | IR |
| Sense of humour and maintain a sense of perspective |  |  | I |
| Complement the skills and abilities of the Head teacher and the understanding of the need to contribute to the wider leadership team and to implement and communicate the shared vision |  |  | I |
| Good judgement |  |  | AIR |
| Ability to create and maintain a healthy work/life balance |  |  | I |
| Resilience |   **Source**  A = Application  I = Interview  R = Reference |  | AI |

**September 2021**

**A: Application I: Interview R: Reference**