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| ***Reigate School***  **Assistant Headteacher**  **Person Specification**  The information below is a comprehensive list of the qualities we would like to see in an Assistant Headteacher at this school. We appreciate that candidates will be working towards some of these. | | **Essential** | **Desirable** |
| **Qualifications & Training** | Qualified Teacher Status |  |  |
| First or subsequent degree |  |  |
| Evidence of recent and relevant Continuing Professional Development |  |  |
| **Experience & Skills** | Evidence of being an outstanding classroom teacher |  |  |
| Experience of successful middle leadership |  |  |
| Experience of strategies to raise individual learner and group attainment, either in a subject or specific groups of children in a year group |  |  |
| Understanding of the use of comparative data and information about other schools and children’s prior attainment to establish benchmarks and set targets for improvement |  |  |
| Experience of self-evaluation and improvement planning |  |  |
| Experience of delivering INSET and supporting the development of staff |  |  |
| Experience of being a reviewer for performance management |  |  |
| Experience of leading and managing staff effectively |  |  |
| Ability to undertake effective classroom observation, accurately measuring performance and offering constructive feedback |  |  |
| Have a proven commitment to positive discipline and behaviour management and to child and staff well-being within a school community |  |  |
| Ability to work collaboratively with other staff on aspects of school development |  |  |
| Experience of managing change effectively |  |  |
| Knowledge of curriculum developments and related matters |  |  |
| The ability to share the management of the school, maintain high standards of discipline and support others in creating a positive learning environment |  |  |
| Good presentation skills and the ability to communicate effectively to a range of audiences both verbally and in writing |  |  |
| Competent in the use of ICT as a management and educational tool |  |  |
| Aspirations to become a Headteacher |  |  |
| **Personal  Qualities** | Be reflective and committed to own professional development |  |  |
| Have high expectations of staff, children and the leadership team, with the ability to lead, motivate, inspire and challenge |  |  |
| Ability to manage time effectively to ensure that long term strategic objectives are delivered, whilst maintaining quality outcomes for short term operational priorities |  |  |
| Have a real commitment to helping all children fulfil their academic, social and personal potential |  |  |
| Demonstrate optimistic and positive behaviour |  |  |
| Have a consistent professional approach to all matters and to members of the school community |  |  |
| A high level of resilience, determination and capacity for hard work |  |  |

Greensand Multi-Academy Trust

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