

Paxman Academy
Person Specification
Assistant Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> • A graduate with Qualified Teacher Status 	✓	
<ul style="list-style-type: none"> • Working towards a higher qualification in education and / or management 		✓
<ul style="list-style-type: none"> • At least 2 years successful comprehensive school experience of leadership at leadership level or post of equivalent responsibility within the education sector. 	✓	
Professional Knowledge and understanding	Essential	Desirable
<ul style="list-style-type: none"> • Excellent classroom practitioner 	✓	
<ul style="list-style-type: none"> • Experience of leading change and innovation in an educational context. 	✓	
<ul style="list-style-type: none"> • Evidence of keeping up to date with educational thinking and knowledge and relevant current legislation. 	✓	
<ul style="list-style-type: none"> • Knowledge and understanding of the principles and practise of school self-evaluation. 	✓	
<ul style="list-style-type: none"> • Substantial professional development in support of leadership in the last 3 – 5 years. 	✓	
Abilities and Skills	Essential	Desirable
<ul style="list-style-type: none"> • Ability to inspire and motivate students and staff. 	✓	
<ul style="list-style-type: none"> • Ability to create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning. 	✓	
<ul style="list-style-type: none"> • Ability to engage stakeholders in rigorous self-evaluation for school improvement. 	✓	
<ul style="list-style-type: none"> • Ability to analyse and use data to inform improvement strategies to ensure improved outcomes for students. 	✓	
<ul style="list-style-type: none"> • An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool. 	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"> • Self-awareness, perceptiveness and being empathetic to the needs of all stakeholders. 	✓	
<ul style="list-style-type: none"> • The ability to act with integrity. 	✓	
<ul style="list-style-type: none"> • Flexibility in adapting to changing situations. 	✓	
<ul style="list-style-type: none"> • Demonstrates a positive outlook in the face of challenges. 	✓	

<ul style="list-style-type: none"> • A commitment to continued learning for all members of the community. 	✓	
<ul style="list-style-type: none"> • The ability to prioritise, plan and organise self and others. 	✓	
<ul style="list-style-type: none"> • The ability to think creatively to anticipate and solve problems. 	✓	
<ul style="list-style-type: none"> • Excellent written and oral communication skills for a variety of audiences. 	✓	
<ul style="list-style-type: none"> • Energy, stamina and resilience. 	✓	
<ul style="list-style-type: none"> • An ability to foster an open, equitable culture and manage conflict. 	✓	