

Assistant Headteacher

Person Specification

Qualifications:	<ul style="list-style-type: none">♦ A Graduate with QTS status
Professional Development:	<ul style="list-style-type: none">♦ Evidence of a commitment to own professional development♦ Evidence of keeping up to date with educational thinking and knowledge♦ A strong commitment to the quality professional development of staff♦ The drive to develop others' capabilities and help them realise their full potential
Experience:	<ul style="list-style-type: none">♦ Significant successful experience in leadership and management in education at a middle or senior level in a collaborative context♦ Evidence of successfully leading significant school improvement work♦ Experience of successfully challenging underperformance of staff and students♦ Successful experience of managing change in an educational setting♦ Successful experience in the leadership of teams♦ Successful teaching experience in the secondary phase, including 11-18 work
Special Knowledge and Skills:	<ul style="list-style-type: none">♦ High level communication, organisational and management skills♦ The ability to evaluate colleagues' work and provide supportive feedback securing improvement♦ The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively♦ The ability to set clear expectations and hold others to account for their performance, and challenge underperformance♦ The ability to establish a positive ethos with a commitment to high achievement for all students♦ Ability to enable and empower others
Personal qualities:	<ul style="list-style-type: none">♦ Commitment to safeguarding young people♦ Commitment to principles of comprehensive and inclusive education and fairness to all♦ Resilience, self-motivation, stamina and the ability to undertake a variety of roles in a pressurised and demanding context♦ A positive attitude to continuous improvement♦ The ability to lead, inspire and motivate♦ An unequivocal positive role model to staff and students♦ The skills to work with hard to reach parents and members of the community♦ Good humoured, warmth and moral purpose

Evidence from Application, Reference and Interview