Elthorne Park High School

**Assistant Headteacher**

(Student participation, engagement & development)

Person Specification

**Key to abbreviations for assessment via:**

**A – Application form, I – Interview, S – Selection task**

1. Graduate with Qualified Teacher Status or QTLS and an additional qualification relating to educational leadership & management. (A)
2. Minimum of 3 years recent and successful experience at middle/senior leadership level in a secondary school. (A)
3. Outstanding sustained and successful experience as a teacher in a secondary school with good knowledge of effective teaching and learning strategies. (A/S)
4. Ability to plan, organise and deliver effective student support activities and provision. (A/I/S)
5. Ability to lead and motivate a team of staff, review their performance and intervene effectively to ensure consistently high standards of performance. (A/I/S)
6. Ability to think creatively and strategically in developing school policies and procedures that will promote character development and promote outstanding support of students. (A/S)
7. Successful experience of curriculum or pastoral development. (A)
8. Understanding of the principles and concepts of equality and fairness and a commitment to inclusive education for all. (A)
9. Understanding of the principles and concepts of safeguarding in the digital age and a commitment to these. Experience of safeguarding roles in relation to extra-curricular activities would be an advantage. (I/S)
10. Knowledge of current requirements in relation to anti-discriminatory practices and a commitment to the promotion of equality and diversity. (A)
11. Ability to establish an ethos conducive to promoting student character development whilst maintaining high standards of behaviour. (I/S)
12. Ability to communicate effectively both orally and in writing to a wide range of audiences (staff and parents) to ensure the effective implementation of whole school initiatives. (A/I/S)
13. Confidence and competence in the use of ICT for teaching and administration. (S)
14. Ability to work under pressure & meet deadlines and a commitment to collaborative working. (A/S)