



Assistant Headteacher Person Specification

Qualifications, Skills and Knowledge

	Essential	Desirable	Measured by Application AP Presentation P Interview I
Qualified Teacher Status (QTS)	√		AP
Educated to degree level or equivalent	√		AP
Evidence of being an excellent teacher	√		AP
Evidence of continuing professional development	√		AP
Other relevant Professional Qualifications		√	AP
Safeguarding training (training offered)	√		AP
Good understanding of how individuals with a range of complex SEN learn, engage and develop	√		AP
Evidence of strong pupil centered vision and values	√		AP P I
Good knowledge of what the characteristics of an effective school are and successful strategies for improving outcomes	√		AP P I
Good knowledge of current educational initiatives and practice (national and local)	√		I

Experience

	Essential	Desirable	Measured by
Experience of teaching pupils with special educational needs	√		AP
Recent and relevant experience as an effective Senior or Middle Leader		√	AP
Recent evidence of leading on, and completing, a significant whole school innovation	√		AP I
Evidence of commitment to a culture where all staff are motivated and feel supported	√		AP I
Evidence of multi-disciplinary working	√		AP
Experience of successful work with parents, carers, Governors and the wider community		√	AP I

Experience in identifying emerging talents and mentoring individuals		√	AP
Evidence of challenging under performance, applying rigour and the principles of fairness and transparency	√		I
Experience of using data/information analysis - setting appropriate targets/measuring progress	√		AP P I
Experience of using data analysis software		√	AP P

Individual Ability and Qualities

	Essential	Desirable	Measured by
Capacity to work individually or as part of a team to influence change	√		AP
Creative understanding of curriculum development/engagement strategies and innovations	√		AP P
Clear understanding of successful strategies for improving the quality of provision and pupils' progress	√		AP P I
Clear commitment to high expectations for children and young people's learning and achievement	√		AP P
A confident understanding of assessment practice and pupil tracking.	√		P I
A good understanding of the features of high-quality practice for supporting children young people with learning difficulties and disabilities.	√		P
Ability to manage difficult situations and to problem solve.	√		P I
Good written and communication skills	√		AP P I
Good interpersonal skills with pupils and adults	√		P I
Good planning, organisational and management skills with the ability to meet deadlines	√		AP P I
The ability to inspire and motivate others	√		AP P
To demonstrate emotional resilience	√		AP P I
A clear understanding of personal strengths and weaknesses and a flexible approach to team work	√		AP I
A keen sense of humour and general positive approach	√		AP P I