



# DEDWORTH MIDDLE SCHOOL

## Person Specification

<b>Position:</b>	<b>Assistant Headteacher</b>
<b>Date:</b>	<b>April 2021</b>

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Graduate and Qualified Teacher Status	✓	
Enhanced DBS	✓	
Evidence of Continuing Professional Development relating to school leadership/curriculum development	✓	
Evidence of sustained participation in professional development, especially a school management programme or similar. Experience of leading effective professional development.	✓	
<b>Experience, Skills and Knowledge</b>	<b>Essential</b>	<b>Desirable</b>
Successful leadership experience at middle leadership level	✓	
Classroom teaching experience across the middle school age range		✓
Experience of working with a range of schools and other educational establishments	✓	
Effective computing skills for both teaching and management	✓	
Experience of working with external partners to enhance educational opportunities		✓
Experience of working closely with the inclusion team to improve standards and behaviour as well as raise attainment	✓	
<b>Strategic Leadership</b>	<b>Essential</b>	<b>Desirable</b>
Ability to provide clear educational vision and direction	✓	
Ability to inspire and motivate all stakeholders; staff, pupils, parents, governors	✓	
Experience of developing an ethos where pupils feel safe and secure	✓	
Substantial level of involvement with school improvement planning	✓	
Evidence of developing effective strategies for school improvement	✓	
Ability to work collaboratively with senior and middle leaders in own school, across campus and cross-trust (where applicable)	✓	
Successful experience of monitoring, evaluating and improving the quality of teaching and learning	✓	
Understanding of the role and impact of assessment in children's learning	✓	
Successful experience of school / community development and work with outside agencies or partners		✓
Knowledge and understanding of the statutory requirements for education and the OFSTED Framework.	✓	
Secure knowledge of statutory requirements relating to curriculum and assessment	✓	
Experience of leading curriculum innovation		✓

Successful experience of developing effective learning behaviours	✓	
<b>Leading and Managing Staff</b>	<b>Essential</b>	<b>Desirable</b>
Ability to lead, manage and motivate across the school community	✓	
Ability to develop and deliver effective and inspirational professional development for staff (including mentoring and coaching as appropriate).	✓	
Ability to establish positive working relationships with all staff	✓	
Experience working with SEN, Pupil Premium, Inclusion groups	✓	
Successful experience of identifying the need for, planning and leading CPDL training for staff		✓
Successful experience of taking a lead role in performance management of teaching and non-teaching staff		✓
Experience of dealing with staff when performance gives cause for concern		✓
Experience of working with governors		✓
Experience of recruiting and deploying staff		✓
<b>Personal Skills and Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Strong commitment to raising standards	✓	
High expectations of self and others	✓	
Strong commitment to improving behaviour and attitudes across a school	✓	
Friendly and humorous yet professional approach	✓	
Ability to establish and maintain positive relationships with all stakeholders, including with parents	✓	
Good communication skills	✓	
Empathy with pupils	✓	
Positive personal behaviour and positive attitudes towards all members of the school community, including when under pressure	✓	