

PERSON SPECIFICATION

Job Title: Associate Assistant Headteacher - Creative and Performing Arts (L8 - L12)
Reporting to: Assistant Headteacher
Duration: Permanent

Criteria	Essential (E) or Desirable (D)	Method of Assessment Application (A) Reference (R) Observation (O) Interview (I)
EDUCATION		
Degree in relevant subject	E	A
Teaching qualification	E	A
Evidence of relevant further study particularly in relation to education or leadership	D	A
Evidence of appropriate professional development for leadership e.g. NPQSL	E	A
Experience		
Experience of teaching KS3 and KS4 with exceptional outcomes at KS4	E	A/I
Evidence of leading a team on successfully raising standard of attainment at KS3 and/or KS4	E	A/I
Experience of coaching to develop teachers/teaching	E	A/I
Relevant teaching expertise with evidence of proven examination results	E	A/I
Knowledge, Skills and Abilities		
Shows a clear and detailed understanding of what will be involved in addressing the key tasks in the job description	E	A/I
Proven success of delivering lessons addressing the needs of all pupils	E	A/I
Ability to analyse, evaluate and effectively use data to evaluate learning and plan support strategies	E	A/R/I
Demonstrate an understanding of quality assurance systems including self evaluation and appraisal	E	A/R/I
Demonstrate highly developed skills in performance development, evidencing an ability	E	A/R/O/I

to tackle underperformance		
Ability to design sequences of learning from primary to secondary for progression within Creative and Performing Arts	E	A/I
Personal Attributes		
Be an effective leader, highly organised and emotionally literate	E	A/R/I
A strong belief in the value of education in developing citizens	E	A/R/I
A truly professional approach, leading by example and demonstrating accessibility, excellence, confidence, trust and respect of the entire school and wider community	E	A/R/I
A strong commitment to inclusion and overcoming barriers to learning and achievement	E	A/R/I
An astute and perceptive approach with strong analytical skills and ability to use sound judgement in order to anticipate and resolve conflict	E	A/R/I
Commitment to the pursuit of continuous professional development of oneself and others	E	A/R/I
A proactive, innovative and versatile manner with a high degree of drive, energy, enthusiasm, aspiration, resilience, reliability and integrity	E	A/R/I
Commitment to go above and beyond for pupils	E	A/R/I