



## Person specification - Assistant Headteacher

Aspect	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Degree or equivalent (application)</li> <li>• Teaching qualification (application)</li> <li>• Appropriate professional development(application)</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant qualifications e.g. masters’ degree, Leadership Pathways</li> <li>• Willingness to undertake further appropriate professional development</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Current experience in an 11-16 or 11-18 school</li> <li>• Relevant, successful middle tier leadership experience</li> <li>• Evidence of successful leadership of a whole school initiative – its’ introduction, monitoring and evaluation</li> <li>• Ability and willingness to provide effective CPD to staff</li> <li>• Successful experience of monitoring/ evaluation of quality of outcomes</li> <li>• Proven ability to raise standards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in more than one school</li> <li>• Successful collaborative work and partnership with schools, business and community</li> <li>• Evidence of delivering effective CPD to staff.</li> <li>• Successful senior leadership and whole school responsibility</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• An outstanding classroom practitioner</li> <li>• Excellent communication and interpersonal skills (verbal and written)</li> <li>• Ability to effectively use ICT</li> <li>• Ability to inspire, motivate and gain the confidence of pupils, staff, parents, governors and the wider community</li> <li>• Can think strategically and support others to do the same</li> <li>• Ability to form effective working relationships with students, parents, staff and governors</li> <li>• Can articulate a clear, personal vision for education</li> <li>• Displays an excellent understanding of the ways in which to build pupils’ trust and self control</li> <li>• Able to use data to plan intervention programmes</li> <li>• Ability to make observations and recommendations about pupils to others</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of effectively addressing large groups of pupils and adults</li> <li>• Has the ability and ambition to become a head</li> <li>• Experience of working with and addressing governors</li> <li>• Experience of a range of whole school responsibilities</li> </ul>
Personal skills and qualities	<ul style="list-style-type: none"> <li>• Exemplary professionalism</li> <li>• Displays diplomacy, loyalty, integrity and principled leadership</li> <li>• Excellent team worker</li> <li>• Determination to make things happen</li> <li>• Ability to work in partnership with all members of school community</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with a range of services to secure the best support and outcomes for pupils</li> <li>• Experience of working with all members of the school community</li> </ul>

	<ul style="list-style-type: none"> <li>• Hard working and energetic</li> <li>• Confident, optimistic, enthusiastic, resilient, a good sense of humour and of perspective</li> <li>• Will support team decisions</li> <li>• Able to lead from the front</li> <li>• Creative self starter</li> <li>• Able to prioritise and organise their own work and that of others</li> <li>• Reflective</li> <li>• Ambition and vision</li> </ul>	
General appearance, health	<ul style="list-style-type: none"> <li>• Good health, stamina and energy</li> <li>• Excellent attendance record</li> </ul>	