

## Mill Ford at Riverside: Assistant Headteacher Person Specification

Criteria	Essential	Desirable	Evidence
<p><b>Qualifications, Carer Development and Experience</b></p>	<ul style="list-style-type: none"> <li>◆ QTS</li> <li>◆ Evidence of outstanding leadership and management experience</li> <li>◆ Substantial, recent and successful experience of teaching pupils with complex needs</li> <li>◆ Show a proven commitment to providing outstanding learning and teaching for all</li> <li>◆ Demonstrate a successful track record of outstanding teaching</li> <li>◆ Experience of safeguarding process and procedures in a school environment</li> <li>◆ Willingness to undertake further qualifications to enhance role</li> <li>◆ A knowledge of health and safety, including risk assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification in Leadership in Special School</li> <li>• Experience of being DDSL</li> <li>• Experience of school governorship</li> <li>• IOSSH</li> <li>• Experience of managing whole school attainment</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>References</p>



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<p><b>Personal Qualities and Leadership</b></p>	<ul style="list-style-type: none"> <li>◆ A commitment to ensuring teaching and assessment are excellent</li> <li>◆ Demonstrate a flexible attitude and an innovative approach to managing complex issues</li> <li>◆ Commitment, passion, enthusiasm and drive to achieve the very best for the pupils and staff at Mill Ford School</li> <li>◆ Effective presentation and communication skills</li> <li>◆ An ability to create, sustain and develop team working using a range of strategies</li> <li>◆ Ability to work under pressure</li> <li>◆ Ability to delegate effectively</li> <li>◆ Show a proven commitment to the development of all staff</li> <li>◆ Experience of leading and managing new initiatives to staff teams.</li> <li>◆ Experience leading a curriculum subject or area</li> <li>◆ Experience as an NQT / RQT mentor</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leadership in a school for children with complex needs</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>Reference</p>
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<p><b>Teaching and Learning</b></p>	<ul style="list-style-type: none"> <li>◆ An absolute commitment to the provision of an outstanding education for all</li> <li>◆ An ability to articulate and demonstrate the characteristics of highly effective learning and teaching</li> <li>◆ An ability to provide high quality support for staff teaching pupils with complex learning needs</li> <li>◆ An ability to lead staff in developing the skills to deliver high quality and creative learning and teaching</li> <li>◆ Knowledge and understanding of the use of planning, assessment and recording procedures to ensure the provision of a high quality education for all pupils</li> <li>◆ Ability to use some relevant data for a range of purposes that impact on attendance</li> <li>◆ A commitment to the development of</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in using ICT as both a learning and a management tool in managing attainment</li> <li>• An ability to create opportunities for peer learning that impact positively on the quality of teaching</li> <li>• Recent training on coaching and/or mentoring</li> <li>• Recent professional development in learning and teaching</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>Reference</p>
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	<p>personalised learning programmes</p> <ul style="list-style-type: none"> <li>◆ A clear understanding of the applications of ICT in its broadest sense, to support learning</li> <li>◆ Experience in planning and delivering effective staff training programmes</li> </ul>		
<b>Partnership</b>	<ul style="list-style-type: none"> <li>◆ Show an understanding of the needs for school/community links to enrich learning</li> <li>◆ Experience of working with a range of external agencies as part of a multidisciplinary approach.</li> <li>◆ Experience of and commitment to involving parents in the education of their children</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of collaborative learning with other schools</li> <li>• Experience of working with a range of external agencies as part of a multidisciplinary approach to improve whole school attainment</li> </ul>	<p>Application Form</p> <p>Interview</p> <p>Reference</p>