

Person Specification

Title:	Assistant Headteacher	Grade:	
Dept:	Teaching and Learning	Reports to:	Head Teacher
Specification	Essential	Desirable	
Qualifications and Training			
Qualified Teacher Status (QTS)	*		
Degree or equivalent	*		
Evidence of additional further educational qualifications		*	
Professional Experience			
An outstanding practitioner	*		
Able to secure excellent outcomes for all pupils	*		
Excellent knowledge of the New National Curriculum	*		
Ability to inspire and motivate pupils of all abilities	*		
Experience of creating, motivating and leading a team	*		
Understanding of the principles of effective teaching and learning and the ability to promote a culture of learning throughout	*		
Understanding of the role and impact of assessment in pupil's' learning	*		
Successful experience of monitoring, evaluating and improving the quality of teaching and learning	*		
Ability to develop trusting relationships with pupils and adults	*		
Effective ICT skills	*		
Confident knowledge of appropriate behaviour management strategies			
Leadership Skills			
Evidence of working in collaboration with other staff members and organisations to champion best practice and secure excellent achievements and improved academic and social outcomes for all pupils.	*		
Willingness to harness the findings of well evidenced research to challenge traditional educational practices to achieve excellence and improved pupil outcomes.	*		
Ability to develop sustainable Continuing Professional Development (CPD) opportunities to embed school improvement	*		
To develop and encourage parents' involvement in their child's education	*		
Willingness to work with the Multi Academy Trust across all schools	*		
Knowledge and Understanding			
Knowledge and understanding of data analysis and the ability to use data to set targets for improvement	*		
Confident in whole school self-evaluation	*		
Up to date knowledge & understanding of the current national education agenda	*		
Understanding of how children & adults learn and effectively apply their learning	*		

Confident use of ICT and new technologies effectively for themselves and for teaching across a wide range of subjects		*
Self-management Skills		
Ability to plan time and organise work effectively	*	
Be self-motivating and set personal goals	*	
Evidence of successful school improvement planning and delivery	*	
Evidence of having supported school's performance management		*
Experience of using and enquiry based approach to self-evaluation		*
School Ethos		
To show a shared commitment to the values of our school, including nurture and inclusion	*	
Ability to support and help develop a vision for high quality education	*	
Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education	*	
Personal Qualities		
A friendly approachable and caring manner	*	
Enthusiastic about and belief in The Spring Partnership Trust vision of Excellence for all pupils	*	
Ability to provide clear educational vision and direction and lead by example	*	
Ability to set and achieve challenging targets for the school, teachers and pupils	*	
Commitment to promoting school improvement and raising standards	*	
Ability to articulate personal development needs	*	
Clear commitment to inclusion and collaborative activities.	*	
A confident manager who is able to lead meetings and represent the school whenever necessary	*	
Commitment to all areas of school life including extra-curricular and enrichment activities	*	
Experience of successfully leading and managing change		*
Safeguarding		
Have knowledge and understanding and commitment to safeguarding and promoting the welfare of pupils	*	
Able to form and maintain appropriate relationships and personal boundaries with pupils	*	