

Person Specification

Assistant Headteacher



Factor	Essential	Desirable	Assessment*
Qualification	• Qualified Teacher Status. • Degree at level 2:2 or above/or equivalent.	• National Professional Qualification for Middle Leadership (NPQML) • National Professional Qualification for Senior Leadership (NPQSL) • National Professional Qualification for Headship (NPQH)	A, I, R, D
Experience	• A consistently outstanding teacher • Experience of being actively involved in an aspect of whole-school development or improvement, with evidence of positive impact on outcomes for pupils, teaching and/or school systems • Successful experience as an excellent classroom teacher. • Experience of leading improvement initiatives. • Experience of supporting, coaching or mentoring colleagues. • Experience of monitoring and evaluating teaching and learning. • Experience of analysing pupil performance information to drive improvement.	• Held a leadership position • Experience of leading teaching and learning across a phase, key stage or whole school. • Experience of working in a SEND setting or specialist provision, supporting pupils with a range of additional needs.	A, I, R
Skills and Knowledge	• Strong understanding of effective teaching, learning and assessment. • Knowledge of evidence-informed educational practice. • Ability to lead and deliver high-quality professional development. • Ability to inspire, motivate and challenge colleagues. • An ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interests • Excellent communication and interpersonal skills. • Strong organisational and analytical skills. • Commitment to inclusion and high achievement for all pupils. • A commitment to the principles of high quality SEND provision • Ability to use a range of ICT effectively and creatively as a tool for learning. • Experience of using ICT systems and spreadsheets (e.g. Excel or equivalent) to manage and report on educational data.		A, I, R
Personal Attributes	• The ability to work well alone and contribute as a team member • The ability to identify priorities, be self-motivated and manage time effectively • The ability to communicate effectively with a wide range of		A, I, R

	people including children, staff, parents and Governors • A commitment to their own continuing professional development		
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**Assessment Method – details how the criteria will be assessed*

A = Application Form, **I** = Interview, **R** = References, **D** = Documentary Evidence