



## Assistant Headteacher Person Specification

Category	Essential	Desirable	Evidence form
Education and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Graduate or equivalent in appropriate subject.</li> <li>• Recent evidence of subject based training.</li> </ul>	<ul style="list-style-type: none"> <li>• Good Honours Degree (First or Second Class)</li> </ul>	Application form
Leadership and Management Experience	<ul style="list-style-type: none"> <li>• Leadership experience as Curriculum Leader or Pastoral Leader</li> <li>• Successful leadership of Whole School initiative</li> <li>• Use of proactive and dynamic strategies to manage day to day scenarios</li> </ul>		Application form Letter of application
Knowledge	<ul style="list-style-type: none"> <li>• Of national education strategy, the wider context for schools and the contribution of education to promoting and sustaining a fair and equitable society</li> <li>• Understanding of quality in learning and teaching and how to achieve excellence</li> <li>• Of monitoring and evaluating performance and use of school self-evaluation in order to raise achievement</li> <li>• Understanding of tools for the interpretation, analysis and use of data to inform school improvement</li> <li>• Of key considerations in effective management and development of people and other resources</li> <li>• Of best practice and procedures for safeguarding children and young people</li> </ul>		Interview References
Skills	<ul style="list-style-type: none"> <li>• Able to manage change i.e. national, local and school</li> <li>• Able to communicate effectively orally and in writing to a range of audiences</li> <li>• Able to think creatively to anticipate and solve problems</li> <li>• Able to formulate a vision for strategy for the school and secure commitment to it from others</li> <li>• Able to drive for improvement and challenging underperformance</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach outstanding lessons and share best practice with others.</li> <li>• Ability to lead other staff to support professional development.</li> <li>• Professional proficiency and experience in the use of ICT.</li> </ul>	Interview References

[Type text]

Thamesmead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to demonstrably share this commitment. Employment is subject to a satisfactory enhance disclosure from the Disclosure and Barring Service (DBS).

	<ul style="list-style-type: none"> <li>• Able to establish and sustain appropriate structure and systems and monitor them</li> <li>• Able to motivate, challenge and influence others to attain higher goals</li> <li>• Able to inspire students and staff</li> <li>• The ability to inspire students and staff.</li> </ul>		
Attributes	<ul style="list-style-type: none"> <li>• Self-confidence and initiative</li> <li>• Reliability, resilience and integrity</li> <li>• Personal impact and presence</li> <li>• Enthusiasm and commitment</li> <li>• Intellectual ability</li> <li>• Able to be decisive, consistent and focused on solutions</li> <li>• Capacity to be flexible, adaptable and creative</li> <li>• Be suitable to work with children</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to contribute to the wider life of the school.</li> <li>• Interest and experiences outside teaching.</li> </ul>	Interview References

[Type text]

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