

Assistant Headteacher - Behaviour

Personal Specification

Person Specification

	Essential	Desirable
Qualification and CPD		
Honours/Bachelor's Degree	E	
Relevant Teaching Qualification	E	
Evidence of CPD linked to curriculum development	E	
Experience and Knowledge		
Outstanding classroom practitioner with evidence of successful outcomes for students	E	
Substantial teaching experience	E	
Experience of line-managing colleagues and holding them to account	E	
Successful experience of using data analysis to raise standards	E	
Successful experience of leading an aspect of school improvement	E	
Experience as a DSL or deputy DSL		D
Has a good understanding of school self-evaluation and improvement planning	E	

Experience of working with external agencies and other partners	E	
Skills		
A clear vision of what constitutes excellence in standards in schools	E	
Ability to think strategically and lead change where necessary	E	
Ability to communicate clearly, inspire, motivate and challenge students and staff	E	
Ability to lead and work as part of an effective, high-performing team	E	
Personal Attributes		
Reliability, commitment and integrity	E	
Diligence, tenacity, enthusiasm, drive and self-motivation	E	
Ability to respond positively to pressure, whilst maintaining accessibility and consistency	E	
Ability to maintain a healthy work/life balance	E	
Ability to relate positively with colleagues	E	
Leadership and management – The ability to demonstrate		
An effective leadership style that inspires confidence and collegiality in those they lead, which motivates and encourages others to participate and go the extra mile	E	

Versatility and flexibility in terms of one's own leadership style. To be aware of different management styles	E	
Resilience and motivation to lead the school through day-to-day challenges whilst maintaining a clear strategic vision, staying positive, and focusing on key priorities	E	
Genuine passion and belief in the potential of every student	E	
An educational vision aligned with the school's high aspirations and high expectations of themselves and others	E	