Assistant Head Teacher Person Specification

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|  | Essential | Desirable |
| Qualifications |  |  |
| * Teaching qualification * Leadership and management training * Enhanced Disclosure and barring Service check | √  √ | √ |
| Experience and Knowledge |  |  |
| * Experience or prior successful leadership at a middle or senior level * Experience of having successfully, in at least one school, taught students from a range of socio-economic disadvantage * Experience of having led, or significantly contributed to the success of a school through its leadership, ethos, teaching and learning and results * Experience of having improved and sustained an effective behaviour management policy | √  √  √ | √ |
| Teaching and Learning |  |  |
| * Understands what outstanding inclusive teaching practice looks like, and how to diagnose and implement effective strategies to raise learning standards * Be able to offer teaching to demonstration level and through this coaching opportunities to be able to improve the teaching of others * Have experience of leading and evaluating INSET which impacts of standards | √  √ | √ |
| Leadership |  |  |
| * Effective management style that encourages participation, innovation and confidence * Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance * Ability to develop the leadership skills of others * Strong interpersonal, written and oral communication skills * Takes responsibility for their own actions * Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction * Genuine passion and a belief in the potential of every student * Commitment to the safeguarding and welfare of all pupils * Ability to be able to work as part of a team * Experience of managing a budget | √  √  √  √  √  √  √  √  √ | √ |
| Vision and Strategy |  |  |
| * Vision aligned with the Trust’s high aspirations and high expectations of self and others * Understands how to set high aspirations and effective strategies for the school including, delivery and prioritisation of school leadership and management that faces all aspects of curriculum, teaching and learning, inclusion and communication * Clear understanding of the strategies to establish consistently high standards of behaviour and commitment to relentlessly instilling these strategies * Strong organisational skills and the ability to delegate * Use of data to inform and diagnose weaknesses that need addressing * Can skilfully manage and maintain effective working relationships with parents and other stakeholders | √  √  √  √  √ | √ |