

Assistant Headteacher – Person Specification

	<i>Essential</i>	<i>A/I*</i>	<i>Desirable</i>	<i>A/I</i>
Qualifications	<ul style="list-style-type: none"> • An honours degree • A Qualified Teacher • Recent, relevant professional leadership development 	A A A A	<ul style="list-style-type: none"> • A good honours degree • NPQ qualification • Recruitment training • Evidence of post-graduate study/ research 	A A A A
Strategic Leadership	<ul style="list-style-type: none"> • The ability to play a significant role in the development and implementation of a shared strategic vision for the Trust and the school • The ability to motivate, enthuse, engage and influence all stakeholders in the school community to deliver the vision and collectively raise standards • Knowledge and understanding of recent government initiatives in relation to education, curriculum and potential impact on the school • Able to understand, interpret and articulate complex data trends to others in order to improve learning outcomes • Responsibility for the school's Self Evaluation Report (SEF) 	A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> • Understanding of the benefits of working in a Multi-Academy Trust • Understanding of the issues relating to Academy status • Experience of working with external agencies to support teaching and learning 	A/I A/I

Educational Excellence	<ul style="list-style-type: none"> • An outstanding classroom practitioner • Proven track record of successfully and systematically improving learning outcomes for students • Experience of understanding how to raise standards in teaching and learning • Recent experience of successfully leading major school initiatives and evaluating their impact on student outcomes • Experience of curriculum development • Understanding of successful strategies for closing achievement gaps for different groups of students 	A/I A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> • Experience of developing SMSC • Experience of developing student voice and rewards initiatives 	A/I A/I
	Essential	A/I/R	Desirable	A/I/R
Operational Management	<ul style="list-style-type: none"> • Evidence of successful management of monitoring and evaluation strategies relating to: quality of teaching and learning, pupil outcomes, quality of provision and efficiency • Evidence of participation in an evidence based performance management system resulting in rigorous accountability • Experience of participation in the process of curriculum planning • Provide a significant input on the new OFSTED School Inspection Framework • Ability to delegate efficiently and monitor the implementation of initiatives • Experience of SIMS reporting and pastoral modules • Track record of developing, empowering and supporting individuals and teams 	A/I A/I A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> • Understanding of the budget setting process • Knowledge of timetabling (Nova T6 and SIMS) 	A/I A/I

***A = Application; I = Interview**