



PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

1. Experience	Essential	Desirable	Application	Interview
Good honours degree and QTS.	√		√	
NASENCO or NPQ SENCO. or a willingness to complete it within 3 years of appointment	√		√	
Commitment to professional development.	√		√	
Outstanding practitioner.	√		√	√
2. Leadership and management experience				
Successful experience of leading 'new initiative'.	√		√	√
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards		√	√	√
Experience of leading on SEN		√	√	√
Proven ability to raise standards.	√		√	√
A record of continuous professional and career development.		√	√	√
Have experience leading whole school pastoral strategies		√	√	
Thorough knowledge of the Ofsted Framework regarding effective leadership, management and self-evaluation.	√		√	√
Extensive experience of promoting the good inclusion practices of teaching and learning to a variety of audiences (e.g. teachers, support staff, students, parents and governors)		√	√	√
3. Leadership and management skills				
Clear vision and the ability to formulate and deliver a strategy.	√		√	√
A commitment to manage and develop further high performance teams.	√		√	
Delegation of responsibility with accountability	√		√	
Good knowledge of the Ofsted framework and in particular inclusion		√	√	√
Able to articulate the approach to maintaining and developing the school's vision and ethos.	√		√	
Consistent approach to the promotion of Teaching Standards.	√		√	
An understanding of barriers to learning and a variety of strategies to overcome them.	√		√	√

A firm understanding of and commitment to social inclusion.	√		√	
The ability to use benchmarks and set targets, which reflect the school's commitment to high achievement.	√		√	√
The ability to contribute to the formulation, implementation and evaluation of short and long-term objectives for school development and improvement.	√			√
4. Personal Qualities				
High personal and professional standards.	√		√	
Interpersonal skills.	√		√	
Effective communicator.	√		√	√
Approachable.	√		√	√
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others.	√		√	
Commitment to equal opportunities and securing good outcomes for vulnerable pupils	√		√	√
The capacity to inspire and motivate others – both adults and students.	√		√	
Enthusiasm, flexibility and maturity of approach.	√		√	√