

Person Specification

JOB TITLE:	Assistant Headteacher				
DATE:	April 2024				
STATUS:	Final				
CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. National Professional Qualification for Senior Leadership (NPQSL) or other post-qualification educational leadership/management qualification e.g. MEd	D	✓			✓
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Up-to-date knowledge and understanding of national and local education policy and research, particularly relating to the areas of behaviour, behaviour for learning, pastoral and attendance	E		✓	✓	
5. Thorough understanding of how young people learn and the core features of effective teaching and learning	E		✓	✓	
Experience					
6. Experience as a middle leader in a secondary school	E	✓			✓
7. Experience of working collaboratively with peers in own and other schools to achieve shared priorities	E	✓			✓
8. Experience of accurately analysing quantitative and qualitative data to evaluate performance against targets and identify priorities and actions	E	✓			✓
9. Track record of successfully implementing strategies and interventions to improve pupil outcomes in terms of progress, behaviour, attendance and welfare	E	✓		✓	✓
10. Evidence of successfully developing a team of professionals, delegating with accountability	E	✓		✓	✓
Skills and competencies					
11. Inspires and influences learners, colleagues and parents to support the fundamental importance of education and aspiration in young people's lives	E		✓	✓	

12. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
13. Able to engage colleagues and lead professional development, coaching and mentoring across the academy	E			✓	
14. Demands ambitious standards and high expectations for all learners	E		✓	✓	
15. Makes sound decisions based on gathering information, generating suitable alternatives, accurately appraising options and evaluating impact	E		✓		
16. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
17. Effective oracy and written communication skills for a range of audiences	E		✓	✓	
18. Committed to outward-facing schools working in partnership to champion best practice and secure excellent outcomes for all learners	E		✓	✓	
19. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E			✓	✓
Other					
20. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
21. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
22. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓	✓	✓	✓