



## PERSON SPECIFICATION – ASSISTANT HEADTEACHER

Person Specification	Essential	Desirable	Recruiting Method
<b>Education and Training</b>	Qualified Teacher Status Post Graduate Level Qualification or recognised alternative Evidence of continuing professional development	NPQSL	Application Certificates
<b>Skills and Experience</b>	Proven track record of being an excellent Class Teacher Proven experience of raising standards of teaching, learning and assessment Curriculum management – planning, teaching and assessment Ability to analyse data in relation to developmental planning Ability to create a stimulating and safe learning environment To teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers Ability to successfully deploy a wide range of effective behaviour management strategies High level of oral and written communication skills and an ability to work in partnership with other staff	Knowledge of current education and professional developments and an understanding of their application in a whole school context Operational management within a school / academy	Application Interview Assessment
<b>Specialist Knowledge and Skills</b>	Coaching and mentoring skills Extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners Extensive knowledge and well-informed understanding of the assessment requirements and	Up to date knowledge of statutory regulations & guidance Leadership within a multi academy trust Thorough knowledge of safeguarding	Application Interview Assessment

	<p>arrangements for the curriculum areas being taught</p> <p>Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Demonstrates an awareness, understanding and commitment to equal opportunities</p>		
<b>Behaviours and Values</b>	<p>Motivational leadership</p> <p>Promote a culture of high performance</p> <p>Strong professional relationships with parents and pupils</p> <p>Ability to be cheerful, flexible and have a good sense of humour</p> <p>Evidence of being a team player</p> <p>Display an understanding and commitment to the safeguarding of children; successful completion of an enhanced DBS and safeguarding checks</p> <p>Be an effective team player that works collaboratively &amp; effectively with others</p> <p>Workforce resilience</p> <p>High level of emotional intelligence</p> <p>Trust and integrity</p>	<p>Communicate effectively to a wide range of different audiences</p>	<p>Application Interview Assessment</p>

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.