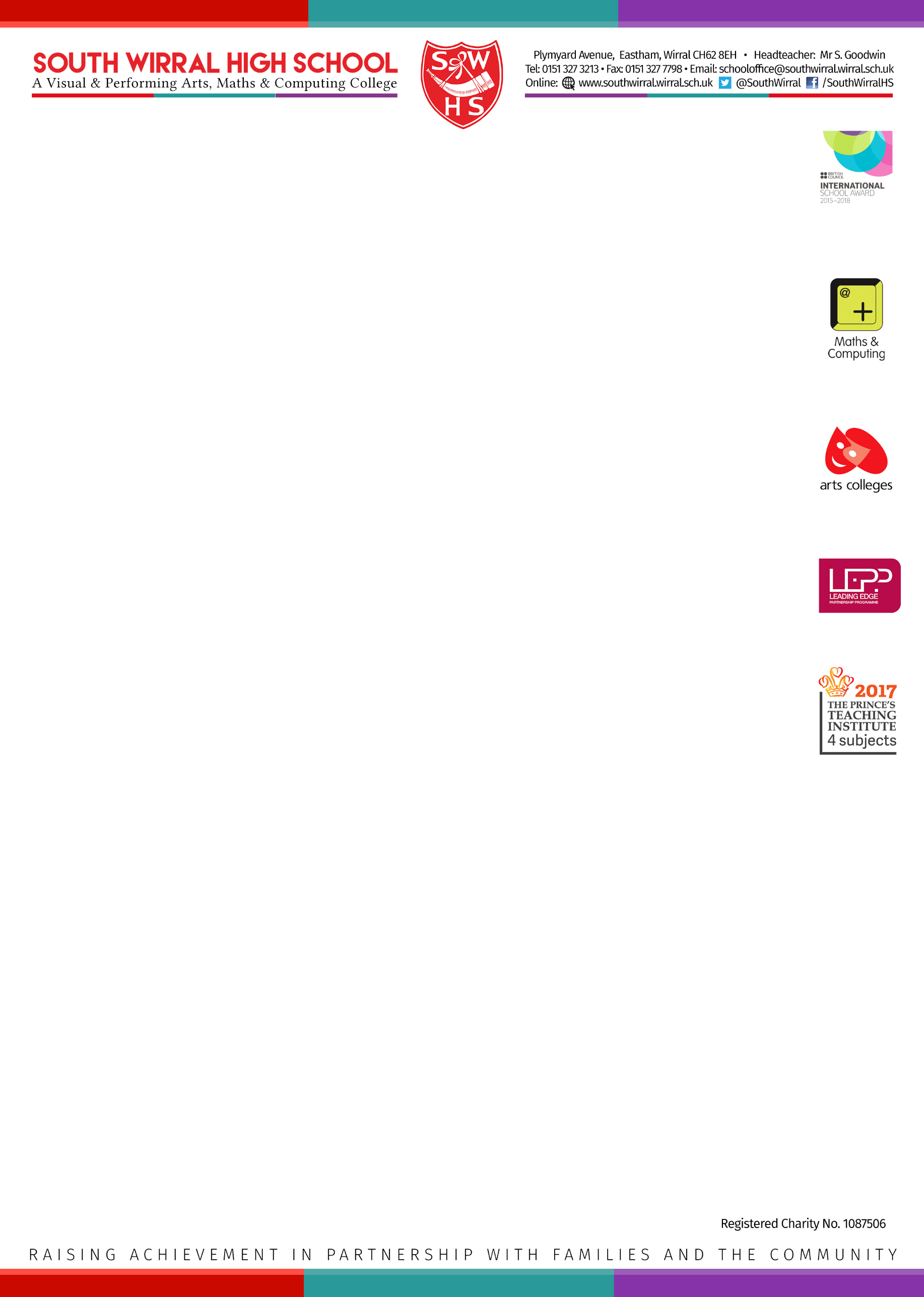
Assistant Headteacher



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| --- | --- |
| Qualifications: | * A Graduate with QTS status |
| Professional Development: | * Evidence of a commitment to own professional development * Evidence of keeping up to date with educational thinking and knowledge * A strong commitment to the quality professional development of staff * The drive to develop others’ capabilities and help them realise their full potential |
| Experience: | * Significant successful experience in leadership and management in education at a middle or senior level in a collaborative context * Evidence of successfully leading significant school improvement work * Experience of successfully challenging underperformance of staff and students * Successful experience of managing change in an educational setting * Successful experience in the leadership of teams * Successful teaching experience in the secondary phase, including   11-18 work |
| Special Knowledge and Skills: | * High level communication, organisational and management skills * The ability to evaluate colleagues’ work and provide supportive feedback securing improvement * The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively * The ability to set clear expectations and hold others to account for their performance, and challenge underperformance * The ability to establish a positive ethos with a commitment to high achievement for all students * Ability to enable and empower others |
| Personal qualities: | * Commitment to safeguarding young people * Commitment to principles of comprehensive and inclusive education and fairness to all * Resilience, self-motivation, stamina and the ability to undertake a variety of roles in a pressurised and demanding context * A positive attitude to continuous improvement * The ability to lead, inspire and motivate * An unequivocal positive role model to staff and students * The skills to work with hard to reach parents and members of the community * Good humoured, warmth and moral purpose |

**Evidence from Application, Reference and Interview**