All Hallows Catholic High School

Person Specification

Assistant Headteacher Teaching and Learning

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| **Person Specification** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE**  **A – Application**  **I –Interview**  **R- Reference** |
| **Qualifications** | | | |
| * Qualified teacher status |  |  | A |
| * Degree |  |  | A |
| * Evidence of continuing professional development |  |  | A |
| * School Leadership qualification |  |  | A |
| * Practicing Catholic |  |  | A /I/R |
| **Professional Experience** | | | |
| * Qualified teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post |  |  | A /I/R |
| * Positive impact as an Assistant Headteacher or middle leader and a range of responsibilities undertaken to date |  |  | A /I/R |
| * Record of strong examination results achieved by students recently taught and excellent classroom practitioner |  |  | A /I |
| * Contemporary understanding of key educational issues and developments |  |  | A /I |
| * The ability to establish successful relationships at all levels and can work as a member of a team |  |  | A/I/R |
| * A keen interest in and deep understanding of the ongoing developments in pedagogy |  |  | A/I |
| * Clear understanding of the pedagogy that underpins high quality teaching and learning |  |  | A/I |
| * Experience of teaching in a Catholic school |  | ✓ | A/I/R |
| * Line Manager/appraiser of teaching/associate staff |  |  | A/I |
| * Understanding of how technology can support teaching and learning and other critical school functions |  |  | A/I |
| * Experience of strategic medium and long term planning in response to self-evaluation and quality assurance |  |  | A/I |
| **Professional Development** | | | |
| * Has demonstrated a commitment to own development |  |  | A/I/R |
| * Professional ambition and a commitment to continual professional learning and self-improvement |  |  | A/I/R |
| * Evidence of delivery of training, development and professional learning to colleagues |  |  | A/I |
| **Strategic Leadership** | | | |
| * Ability to share a vision of our Catholic Secondary Education |  |  | A/I |
| * Ability to articulate a vision and to inspire others |  |  | A/I |
| * Successful evidence of motivating staff |  |  | A/I |
| * Ability to initiate and manage change which leads to school improvement |  |  | A/I |
| * Ability to analyse and use data to identify targets for improvement and tangible actions for improvement |  |  | A/I |
| * Precision and attention to detail |  |  | A/I |
| * Demonstrate knowledge of Safeguarding, Health and Safety and GDPR |  |  | A/I |
| **Leading and Managing Staff** | | | |
| * An ability to support and challenge colleagues to improve their performance |  |  | A/I/R |
| * Demonstrate understanding of the purpose of performance management and professional development |  |  | A/I/R |
| * Understanding of finance and resource management |  |  | A/I/R |
| **Skills, Qualities and Abilities** | | | |
| * Strong commitment to the mission of a Catholic school | ✓ |  | A/I |
| * An understanding of and an ability to contribute to the daily mission of the school | ✓ |  | A/I |
| * Commitment to a high profile presence in and around the school | ✓ |  | A/I |
| * The capacity and commitment to contribute to the wider life of the school | ✓ |  | A/I/R |
| * A moral purpose to provide the best possible educational experience for every child which guides leadership actions | ✓ |  | A/I |
| * Strong commitment to school improvement and raising achievement for all | ✓ |  | A/I |
| * Loyalty, personal integrity and discretion leading to an ability to maintain confidentiality and to respond sensitively to the needs of others | ✓ |  | A/I/R |
| * Ability to build and maintain excellent relationships | ✓ |  | A/I/R |
| * A team player but able to work on own initiative | ✓ |  | A/I/R |
| * Flexibility, emotional intelligence, and enthusiasm | ✓ |  | A/I |
| **Supporting Statement** | | | |
| * Letter should be clear, concise and presented in an organised way (not more than 1300 words) |  |  | A |