

Person Specification

Senior Assistant Headteacher – Leader of Learning

All candidates will be assessed against the following criteria:

Qualifications, Experience and Professional Development:	Essential (E) Desirable (D)	Application(A) Interview (I) Reference (R)
Qualified Teacher Status	E	A
Degree	E	A
Educated to master's level	D	A
Leadership and Management Experience:		
Substantial experience as a Middle Leader	E	A/I/R
Successfully led, planned, managed and evaluated change which has had a significant impact at whole school level	E	A/I/R
Demonstrated the ability to work strategically and successfully at a middle leadership level	E	A/I/R
Working successfully with other education partners and providers	D	A/I/R
Experience of senior leadership.	E	A/I/R
Teaching Experience:		
Demonstrated outstanding, sustained, and successful experience as a teacher in a secondary context	E	A/R
Substantial experience of teaching pupils at Key Stage 3 & 4	E	A
Experience of teaching in more than one school.	D	A
Professional Experience, Knowledge and Understanding:		
Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision	E	A/I/R
Experience of developing and sustaining a learning culture that has the needs of pupils at its core and will promote high expectations and standards of achievement	E	A/I/R
Knowledge of primary education.	D	A/I/R
Leading Teaching and Learning:		
Experience of implementing strategies for improving the quality of teaching and learning, promoting excellence and challenging poor performance	E	A/I/R
Deep pedagogical understanding and knowledge	E	A/I/R
Experience of monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and personal development and well-being	E	A/I/R
An understanding of the relationship between the planning and sequencing of the curriculum and its effective delivery.	E	A/I/R
Developing Self and Working with Others:		
Understanding of the significance of interpersonal relationships and strategies for promoting individual and team development	E	I/R
Commitment to an open, fair and equitable culture	E	I/R
Has a clear understanding of the impact of change and different leadership styles on individuals and organisations.	E	I/R
Managing the Organisation:		
Successful experience of managing teams	E	A/I/R
Understanding of effective organisational structures, systems, policy and practice	E	I/R
Knowledge of and commitment to safeguarding.	E	I/R
Securing Accountability:		

Qualifications, Experience and Professional Development:	Essential (E) Desirable (D)	Application(A) Interview (I) Reference (R)
Can demonstrate a clear understanding and experience of the principles and practice of quality assurance systems, including school improvement planning, self-evaluation and appraisal	E	I/R
Shows a practical understanding of the full range of evidence, school improvement evidence and its use	E	I/R
Experienced at holding individuals, teams and whole school to account for pupil outcomes.	E	A/I/R
Strengthening Community:		
Understands the importance of listening to, reflecting and acting upon community feedback	E	I/R
Proven ability to engage parents and carers to support their children's learning.	E	A/I/R
Personal Skills and Attributes:		
Experience of successful change management	E	I/R
Able to work effectively to deadlines	E	I/R
Can inspire, challenge, motivate and empower teams and individuals	E	I/R
Demonstrates personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	E	I/R
Demonstrates personal and professional integrity, including modelling values and vision	E	I/R
Can prioritise, plan and organise themselves and others	E	I/R
Thinks analytically and creatively and demonstrates initiative in solving problems	E	I/R
Shows awareness of own strengths and areas for development, listens to feedback from others and can reflect and act constructively upon this	E	I/R
Demonstrates resilience and optimism and a capacity for sustained hard work	E	I/R
Aspires to deputy headship after a successful period as an Assistant Headteacher.	D	I/R
Specific Skills Appropriate to the Role:		
A strong track record in leading the improvement of teaching and learning at a whole school level	E	A/I
Is an outstanding classroom practitioner	E	A/I/R
Experience of improving standards by challenging weak performance and implementing support and/or monitoring programmes	E	A/I/R
Highly skilled and experienced in the evaluation of teaching and learning	E	A/I/R
Confidential References, Reports and application:		
Accurate and full completion of application form	E	A
Completion of a letter of application (Arial, font size 11), maximum of three sides A4	E	A
Strong recommendation from all referees, including current headteacher	E	I
Satisfactory health and attendance record.	E	Post interview