



All Hallows Catholic High School

Person Specification

Assistant Headteacher – Intervention/Data

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 school data analysis	✓		A/I
• Experience of teaching in a Catholic school		✓	A/I/R
• Line Manager/appraiser of teaching 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

<ul style="list-style-type: none"> • Successful evidence of motivating staff 	✓		A/I
<ul style="list-style-type: none"> • Ability to initiate and manage change which leads to school improvement 	✓		A/I
<ul style="list-style-type: none"> • Ability to analyse and use data to identify targets for improvement and tangible actions for improvement 	✓		A/I
<ul style="list-style-type: none"> • Precision and attention to detail 	✓		A/I
<ul style="list-style-type: none"> • Demonstrate knowledge of Safeguarding, Health and Safety and GDPR 		✓	A/I
Leading and Managing Staff			
<ul style="list-style-type: none"> • An ability to support and challenge colleagues to improve their performance 	✓		A/I/R
<ul style="list-style-type: none"> • Demonstrate understanding of the purpose of performance management and professional development 	✓		A/I/R
<ul style="list-style-type: none"> • Understanding of finance and resource management 		✓	A/I/R
Skills, Qualities and Abilities			
<ul style="list-style-type: none"> • Strong commitment to the mission of a Catholic school 	✓		A/I
<ul style="list-style-type: none"> • An understanding of and an ability to contribute to the daily mission of the school 	✓		A/I
<ul style="list-style-type: none"> • Commitment to a high profile presence in and around the school 	✓		A/I
<ul style="list-style-type: none"> • The capacity and commitment to contribute to the wider life of the school 	✓		A/I/R
<ul style="list-style-type: none"> • A moral purpose to provide the best possible educational experience for every child which guides leadership actions 	✓		A/I
<ul style="list-style-type: none"> • Strong commitment to school improvement and raising achievement for all 	✓		A/I
<ul style="list-style-type: none"> • Loyalty, personal integrity and discretion leading to an ability to maintain confidentiality and to respond sensitively to the needs of others 	✓		A/I/R
<ul style="list-style-type: none"> • Ability to build and maintain excellent relationships 	✓		A/I/R
<ul style="list-style-type: none"> • A team player but able to work on own initiative 	✓		A/I/R
<ul style="list-style-type: none"> • Flexibility, emotional intelligence, and enthusiasm 	✓		A/I
Supporting Statement			
<ul style="list-style-type: none"> • Letter should be clear, concise and presented in an organised way (not more than 1300 words) 	✓		A