

PERSON SPECIFICATION

Assistant Headteacher (KS3 Progress)

The Selection Panel will place a particular emphasis on the following key competencies, all of which will underpin the recruitment process:

- high expectations of self and others
- clear strategic thinking
- skilful communication according to audience
- partnership working
- adhering to principles and values
- decision making/risk taking.

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential or desirable* on appointment	Assessment method (Application form, interview (including assessment exercises), clearances)
Qualified Teacher status	E	A
Graduate or equivalent	E	A
Evidence of continuous professional development including, for example, leadership and management, curriculum and teaching and learning	E	A/I
EXPERIENCE AND SKILLS		
Commitment to promote and model the Christian vision that underpins the St. Aidan's School Church of England foundation.	E	I
Leadership experience in a school with a Christian character and ethos.	D	A/I
Highly effective and credible leader, who inspires the respect and support of others.	E	A/I
Proven track record of highly effective secondary school leadership.	D	A/I
A strong belief in the ability of every student to achieve their potential and corresponding commitment to inclusion and pastoral care	E	A/I
Knowledge of effective strategies to improve teaching and learning and raise achievement.	E	A/I
Demonstrable success in the use of data management techniques for monitoring and raising of educational standards in a secondary school context.	E	A/I

Excellent understanding of how to use systems and structures to monitor students' progress and raise standards across year groups and key stages.	E	A/I
Experience of curriculum development, assessment and quality assurance of teaching and learning.	D	A/I
A clear understanding of the current educational landscape and research, including issues specifically relating to student progress.	E	I
Demonstrable commitment to, and experience of, delivering high quality outcomes for pupils through organisational collaborations.	D	A/I
A recognisable desire to further develop and foster strong, mutually beneficial communications and relationships across and within the Trust.	D	I
Experience of building and leading effective teams.	E	A/I
Strong analytical and problem solving skills.	E	A/I
Excellent classroom practitioner	E	A/I
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	E	I
Ability to form and maintain appropriate relationships and personal boundaries	E	I
Emotional resilience in working with challenging behaviours	E	I
Appropriate use of authority and discipline	E	I
Satisfactory enhanced DBS disclosure and safer recruitment clearances	E	I/C

*if not attained, development may be provided for successful candidate