

## PERSON SPECIFICATION

### Assistant Headteacher (Teaching & Learning)

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:

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential or desirable* on appointment</b>	<b>Assessment method (Application form, interview (including assessment exercises), clearances)</b>
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
<b>EXPERIENCE AND SKILLS</b>		
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.	D	A/I

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

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