

## Assistant Head Person Specification

	Essential	Desirable	How identified
<b>Qualifications</b>	Good honours degree	Post-graduate qualification	A
	Qualified Teacher Status	Evidence of wider, recent relevant professional development related to whole school leadership	A
<b>Experience</b>	Successful experience in a middle or senior leadership role leading significant and sustainable improvements	Work with outside agencies	A, R, I
	Outstanding teaching with a track record of excellent exam results	Successful change management and impact-assessment	A, R, I
	Work in an inclusive setting		A
	Work with a range of stakeholders		A, I
<b>Knowledge</b>	Understanding of strategies for inclusion, raising achievement and achieving excellence	Strategies to raise the attainment of disadvantaged students and of students with low prior attainment	A, R, I, T
	Strategies for building relationships	Strategies for supporting the development of colleagues	R, I
	Understanding deep learning	Trauma Informed Schools (TIS) or ELSA experience	I
<b>Skills/Attributes</b>	Tenacity, Empathy, Aspiration, Motivation	The ability to respond to rapidly changing situations!	A, R, I, T
	Think strategically, build and communicate a coherent vision	Experience of peer coaching.	A, R, I, T
	Inspire, challenge, motivate, support and empower others to carry forward the vision		R, I, T
	Excellent interpersonal skills and communication skills (both written and oral)		A, I, T
	Ability to maintain a high work rate and to juggle a range of tasks and competing priorities		R, T
	Effective data analysis and strategic planning to bring about improvements		A, R, T
	Ability to challenge under-performance and praise the development of excellence		R
	Delegate management tasks and monitor their implementation. Meet deadlines		R, I, T
	Think creatively to anticipate and solve problems, prioritise, plan and organise self and others		R, I, T
	Listen to the views of others, show empathy, and build a culture of collaboration		A, R
	Maintain a positive and professional culture		R, I

<b>Committed to</b>	A culture of safeguarding and child-centred decision-making		R, I
	A school vision of excellence and inclusivity		R, I
	Evidence-based research, evaluating practice and embedding continuous improvement		I
	Collaborating with others to strengthen the school's capacity		A, I
	Effective teamwork within the school and across the MAT		A, R, I
	Involving parents and students in supporting learning and realising the school's vision		A, R, I, T
	Supporting the full life of the school		R, I
<b>Personal Qualities</b>	High levels of motivation and energy; ambitious and positive		R, I
	Calm under pressure with a good sense of humour		R, I
	Flexible and collaborative		R, I
	Passionate about learning, achievement and excellence for all		A, R, I
	Integrity, honesty and commitment		R, I
	Learner focussed, caring and compassionate		A, R, I
	Personal impact and presence		R, I

A: Application

R: References

I: Interview

T: Task