



**ASSISTANT HEADTEACHER – TEACHING AND LEARNING
PERSON SPECIFICATION**

Qualifications / Development	Essential	Desirable
QTS	✓	
Graduate	✓	
Further Professional Qualifications		✓
Evidence of appropriate Professional Development	✓	
Evidence of training with focus on current curriculum developments for example IAG	✓	

Knowledge / Skills	Essential	Desirable
Evidence of being an outstanding classroom practitioner	✓	
Use and impact of data on learning at a strategic level	✓	
Evidence of keeping abreast of developments in teaching and learning	✓	
Evidence of keeping abreast of government and Ofsted policy changes	✓	
Ability to teach across the full age/ability range	✓	
Ability to implement strategies to raise achievement within a team	✓	
Ability to contribute to the positive management of student behaviour	✓	
CPD of self and others	✓	
Coaching within a team	✓	
Ability to inspire both adults and young people	✓	
Excellent communicator	✓	
Confident user of ICT and ability to lead others in this area	✓	
Intervention strategies to ensure progress for those at risk of under achievement	✓	
Effective practitioner of AFL	✓	

Experience	Essential	Desirable
Track record of improving achievement and attainment at strategic level	✓	
Effective team leadership which includes the empowerment of others	✓	
Experience of self-evaluation and action planning	✓	
Experience of producing performance management targets with a team of staff	✓	
Experience of monitoring set targets in a specified action plan to evaluate and ensure progress	✓	
Managing the professional development of a team of colleagues	✓	
Management of a team to ensure at least good student provision	✓	
Leading the implementation and development of curriculum initiatives	✓	
Experience of effective leadership of student behaviour for learning	✓	
Successful leadership of raising standards in Teaching and Learning across a Department/key stage	✓	

<i>Personal Qualities</i>	<i>Essential</i>	<i>Desirable</i>
Willingness and ability to uphold, support and enrich our Catholic values and ethos	✓	
To have a love of and infectious enthusiasm for learning	✓	
Professional role model for both students and staff	✓	
Highly organised	✓	
Analytical and strategic approach	✓	
Perseverance and resilience	✓	
Meet deadlines and manage a fluctuating workload	✓	
Honesty and integrity	✓	
Work actively and productively as part of a team	✓	
Outstanding interpersonal skills and the ability to relate well to a wide range of people	✓	
Willingness to innovate	✓	
Ability to support and challenge others	✓	
Belief and commitment to comprehensive education, inclusion and community cohesion	✓	
Willingness to engage with students outside of hours	✓	
A determination for self and others to be the best you can be	✓	