

Assistant Head Teacher

Head of Key Stage 4

Leadership Scale range

11-16

Appointment date: **September 2024**

**Person Specification**

**QUALIFICATIONS**

**Essential:**

* QTS
* Evidence of Continuing Professional Development or further professional study

**Desirable:**

* Evidence of leadership CPD at a senior level

**Knowledge**

* Understanding of the principles of effective learning for children with SEND and the ability to promote a culture of learning throughout the school.
* Understanding of the principles of good curriculum provision.
* Understanding of the role of assessment in children’s Learning
* Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion.

**Skills**

* Ability to provide clear direction and lead by example.
* Ability to formulate, monitor, evaluate and review plans and policies.
* Ability to work in partnership with the governing body.
* Ability to lead and motivate all staff and support them in their work.
* Ability to support the head in managing and enhancing the performance of all staff.
* Ability to contribute to the collection, analysis and use of data on pupils’ progress and performance to raise standards.
* Ability to support the head in creating and maintaining and ethos of positive behaviour and discipline.
* Ability to form and maintain appropriate relationships and personal boundaries with children and families.
* Emotional resilience in working with behaviours that challenge.
* Ability to manage time well and work under pressure to deadlines.
* Effective ICT skills
* Ability to write clearly and accurately and communicate effectively with an appropriate sense of audience.

**EXPERIENCE**

**Essential:**

* Successful experience in a leadership and management role
* Successful teaching experience of the age range served by the school.
* Judged to be an outstanding teacher.
* Successful experience of monitoring, evaluating, and improving the quality of teaching and learning
* Successful experience of teaching SEN pupils and how to ensure progress for pupils with complex needs.
* Experience of promoting the personal, social, moral, cultural, and spiritual development of pupils
* Successful experience of creating and maintaining effective partnerships with parents, to support pupils’ learning.
* Some experience of managing and monitoring a budget