

M23 Employee Specification Form for the Post of Acting Assistant Headteacher

| Attributes | Essential | Desirable | How Identified |
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| Qualifications | <ul style="list-style-type: none"> ● Qualified Teacher Status. ● Evidence of appropriate Continuous Professional Development especially in the field of SEN. | Additional Qualification in SEN and/or NPQ. | Application |
| Experience | <ul style="list-style-type: none"> ● Proven experience in CLD, ability to demonstrate and share good practice. ● Leadership of a significant curriculum area including responsibility for raising standards across the whole school and contributing to self-evaluation and school improvement. ● Demonstrate experience of successful line management and staff development ● Experience of senior management | Experience of mentoring ITTs and/or ECTs. | Application Interview Confidential |
| Knowledge/Skills | <ul style="list-style-type: none"> ● An understanding of the role of Assistant Head Teacher as described with the potential to be successful in the role. ● Ability to undertake the responsibility of the day to day management of the school, in the absence of the Head/Deputy Head Teacher. ● Ability to communicate a vision and inspire others. ● Ability to build effective working relationships. ● Experience and training related to a significant aspect of subject leadership and management. ● Ability to lead and support other staff which impacts on standards and achievements. ● Thorough knowledge of how to adapt the curriculum for children with Complex Learning Difficulties. ● Understanding of high-quality teaching, and the ability to model this for others and support others to improve. ● An understanding of the theory and practice of children’s learning styles and appropriate strategies that need to be employed in the delivery of good or outstanding teaching. ● The principles of effective assessment for learning and evidence of setting and achieving ambitious and challenging goals and targets. ● Ability to take responsibility for improving teaching through self-reflection, responding to advice and feedback from colleagues and appropriate professional development. ● Knowledge & experience of Safeguarding and Child Protection issues. | | Application Interview Confidential |

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| Attitudes | <ul style="list-style-type: none"> ● Positive attitude to teaching and leadership roles and all aspects of school life. ● A commitment to school improvement and to developing own professional skills. ● A willingness to take on appropriate delegated tasks relevant to the post. ● Be able to show a committed, professional and loyal attitude to the school, openly modelling its aims and values at all times. | | Application Interview Confidential |
| Other Personal Qualities | <ul style="list-style-type: none"> ● A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school. ● Creative, enthusiastic and proactive, keen to embrace new ideas and challenges. ● Ability to work under pressure and prioritise effectively ● Commitment to maintaining confidentiality at all times. ● Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position. | Commitment to contribute to the wider life of the school. | Application Interview Confidential |