

Assistant Headteacher Person Specification



Person Specification

Job Title	Assistant Headteacher
Responsible To/Line Managers	Headteacher / Head of School / Executive Leadership Team
Actual Salary	As per STPCD (L1-L5)
Contract Type	Full Time
Contract Term	Permanent
Start Date	Tuesday 1 st September 2021
Closing Date for Applications	Friday 16th April (12pm)
Interview Date	Monday 26th April

The Rainbow Education Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential	Desirable	Evidence
Fundamental Attributes			
<ul style="list-style-type: none"> A commitment to safeguarding and promoting the welfare of children and young people and expectation that all staff and volunteers share this commitment. 	X		AF
Qualifications			
<ul style="list-style-type: none"> GCSE Qualifications 	Eng Lang: ≥ C Maths: ≥ C		AF
<ul style="list-style-type: none"> Bachelor's Degree 	X		AF

· Qualified Teacher Status	X		AF
· Successful Completion of all relevant skills tests	X		AF
· National Professional Qualification of Senior Leadership		X	
· Evidence of Successful Performance Management Cycles	X		AF/PS/I
Experience			
· A proven track record of outstanding classroom practice across the primary age range leading to raised attainment and achievement.	X		AF PS I
· Evidence of substantial, recent, successful middle leadership experience.	X	Across different subjects/aspects of school.	PS I
· Experience leading whole-school curriculum improvements.	X		PS IP
Safeguarding			
· Thorough knowledge and understanding of safeguarding, including procedures and practice.	X	Evidence of completion of training courses.	PS I
Professional Knowledge and Understanding			
· Knowledge of Statutory Education Frameworks, including the National Curriculum (2014) and EYFS Framework (2021)	X		PS I
· Understanding of how to use school self-evaluation techniques to raise standards and drive improvement as part of the Strategic Planning Process		X	PS I
· Understand how to use a range of tools and evidence, including performance data, to support, monitor, evaluate and improve Pupil Progress and levels of attainment for all pupils, including those with SEND.	X		PS I
· Have knowledge of SMSC and British Values, so that children can be prepared for life in Modern Britain.	X		PS I
· Knowledge of latest research and studies, including with regards to Cognitive Theories, and their impact on Teaching and Learning.		X	PS I

· Clear area(s) of expertise and subject specialism.	X		PS I
· Knowledge of recent educational developments, initiative, legislation and how they may impact on school.	X		PS I
Leadership and Management			
· Evidence of recent and successful involvement in contributing to the strategic direction of the applicant's school.		X	PS I
· Evidence of recent and successful leadership resulting in improved levels of attainment.	X		PS I
· Excellent classroom practitioner who can lead by example.	X		PS I
· Evidence of ability to lead, co-ordinate, delegate and empower.	X		PS I
· Proven ability to manage change and work under pressure in challenging circumstances.	X		PS I
· Successful experience of working in collaboration with the Local Academy Council.		X	PS I
Skills and Attributes			
· Ability to see things through to completion	X		PS I
· A reflective practitioner able to evaluate practice and embed a process of continuous improvement	X		PS I
· An inspirational style that imparts confidence - motivating staff, families and children.	X		PS I
· Ability to analyse and interpret information to make informed decisions and exercise good judgement.	X		PS I
· Ability to create and maintain strong supportive relationships with staff, families and children, the community, local academy council members and other 'agencies'.	X		PS I
· Ability to be innovative, creative and tenacious.	X		PS I

· Experience evaluating the Quality of Education.	X		PS I
· Excellent oral and written communication.	X		PS I
· Ability to lead, motivate, challenge and support others in working towards the school's version and commonly agreed goals.	X		PS I
· Develop and deliver effective and inspirational professional development for staff.	X		PS I
Personal Qualities			
· An exceptional role model with high standards of integrity and approachability.	X		PS IP
· Be an effective 'Team Player' who works collaboratively.	X		PS IP
· Highly motivated, ambitious and upbeat.	X		PS IP
· Calm under pressure, with a good sense of humour.	X		PS IP
· Flexible and collaborative	X		PS IP
· High expectations of self and others and a strong commitment to achieving the best outcomes from every child.	X		PS IP
· Ability to manage time effectively and prioritise in order to achieve collective goals.	X		PS IP
· Resilient and able to remain positive and retain your sense of humour	X		PS IP
Other Requirements			
· Rainbow Application to be completed in full, with a supporting statement.	X		AF
· Satisfactory pre-employment checks – including Enhanced DBS.	X		IP
· Receipt of two satisfactory written references, with one being from your current or previous employer (external applicants only).	X		IP

