

Spalding High School Assistant Head Person Specification			
Qualifications and Professional Development.	Essential/Desirable	How it will be identified.	
Qualified Teacher Status	E	Application process and verification of professional credentials.	
Degree	E		
Evidence of recent, relevant and continued professional development	E		
Enhanced DBS check	E		
Further recent qualifications relating to education, management, school leadership	D		
Experience			
Experience of working in more than one school	D	Application process. Selection process. Interviews. References.	
A minimum of five years' teaching experience	D		
Substantial knowledge and understanding of teaching and learning at KS3,4&5	E		
An exemplary classroom practitioner with the ability to teach across KS3-5	E		
Experience of improving the standards of teaching and learning through the use of pupil performance data	E		
Experience of working with children identified as being vulnerable to underachievement and ensuring improvements for these children	E		
Curriculum and/or pastoral leadership demonstrating a measurable impact on standards of teaching/learning or pupil well-being	E		
Experience of delivering high quality CPD to others	E		
Experience of line management and performance appraisal	E		
Experience of working with school governors	D		
Experience of working with outside agencies and community links	D		
Experience of financial management	D		
Experience of personnel issues	D		
Leadership knowledge and skills			
To think strategically and support the Headteacher in building and delivering a coherent direction for the school	E		
Excellent interpersonal skills	E		
Involvement in school self-assessment and school improvement planning	E	Application process. Selection process. Interviews. References.	
A clear and profound understanding of the principles and strategies that promote the highest quality teaching, learning and pastoral support	E		
Current knowledge and understanding of the national education agenda	E		
Experience and understanding of school data analysis and the ability to use data to set and achieve targets for improvement	E		
The knowledge of collaboration with other schools	D		
Personal attributes and skills			
Work as part of a high performing team	E		
Communicate effectively both orally and in writing with a wide range of audiences	E		
Maintain and further develop the excellent relationships that exist between the School, the staff, students, parents, governors and wider community	E	Application process. Selection process. Interviews. References.	
Successfully inspire, lead, manage and motivate staff and students to maximise their potential	E		
Reliability, integrity, credibility, loyalty, a sense of perspective and humour	E		
Commitment to promote the caring community ethos of the school and its teamwork approach	E		
Ability to deploy a range of leadership skills appropriately	E		
Demonstrate self-management including time management, working under pressure and meeting deadlines	E		
Ability to manage and resolve conflict effectively and sensitively	E		