

PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

The Birches Specialist Support School

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|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status * Degree /PGCE or equivalent qualifications * Working on / willingness to undertake some form of leadership qualification | * Other educational / professional qualifications * Non-educational qualifications e.g. sport, music, first aid |
| Knowledge and Experience | * Successful experience of teaching in more than one key stage * Minimum of five years recent experience in teaching * Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress * Set high expectations which inspire, motivate and challenge pupils * An excellent understanding of and experience in using assessment and data management * Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards and sharing impact of actions * Proven ability in leading staff teams / curriculum development and measuring progress and sharing impact of actions * Experience of coaching / mentoring / supporting colleagues * 2 years minimum classed as an outstanding teacher | * Experience in School Improvement Planning, monitoring and evaluation * Experience of management and leadership of a team of teachers and support staff * Experience in leading an aspect of non-curricular development * Experience of leading and supporting CPD * Experience as class teacher in a special school * Experience of performance management for support staff |

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| Professional Skills | * Excellent teaching experience * Ability to work cooperatively as a leader and member of a team and in different partnerships * Proven ability to implement strategies for raising pupil achievement including monitoring and evaluation of the work of others * Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best * ICT skills for teaching and management * Confidence, clarity and decisiveness in making and carrying out decisions * Proven ability to demonstrate and lead on outstanding classroom practice * Ability to use assessment effectively to inform pupil progress and to analyse data to help the target setting progress | * Experience of successful multi- agency and partnership working * Experience in Safeguarding procedures including Child Protection |
| Professional Ethos and Commitment | * High expectations for self and others and a strong commitment to raising achievements * Commitment to promote home-school partnerships * High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child | * Willingness to be involved in extra-curricular activities * Experience of innovation and creativity in the curriculum |
| Personal Qualities | * Approachable with excellent interpersonal skills * Ability to promote and develop positive relationships within and beyond the school * Ability to set and work to deadlines * Ability to remain positive and retain your sense of humour! |  |