

Baginton Fields School

"Dedicated to delivering inspirational learning experiences"

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Person specification – Assistant Headteacher

	Essential Criteria	Desirable	Shortlisting
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Graduate • Appropriate Continuing Professional Development. 	<ul style="list-style-type: none"> • Evidence of further qualifications would be welcomed i.e. NPQSL 	A
Experience	<ul style="list-style-type: none"> • Experience as a middle manager/leader or Local authority subject work • Successfully leading change at a departmental or whole school level. • Experience of teaching students with a range of educational/social /emotional needs. • Experience of utilising self-evaluation systems. • Experience of working to deadlines • Experience of inclusive educational setting/s 	<ul style="list-style-type: none"> • Experience of managing a whole school responsibility. • Experience of teaching in more than one school. 	A, R, I
Knowledge	<ul style="list-style-type: none"> • Safeguarding Children Procedures • Equality legislation • Knowledge of the role of the Governing Body in school management • Knowledge of the SEND code of practice 		A, R, I
Skills	<ul style="list-style-type: none"> • Ability to successfully implement a range of learning and teaching strategies to raise achievement for students with learning difficulties • Ability to manage and organise work effectively. This will include an ability to prioritise and manage time, work under pressure and meet deadlines. • Excellent interpersonal skills including the ability to work as a member of a team • The ability to manage, motivate and inspire staff in teaching and learning developments • Knowledge and experience of school improvement/strategic planning • Outstanding communication both orally and in writing to a range of audiences. 	<ul style="list-style-type: none"> • Knowledge and experience of engaging all stakeholders in ensuring consensus. 	A, R, I
Personal Qualities	<ul style="list-style-type: none"> • Passionate about teaching and learning • Displays warmth, care and empathy in managing students 		A, R, I

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	<ul style="list-style-type: none">• Open-minded, self-evaluative and adaptable to changing circumstances and new ideas• Willingness to be involved in the wider life of the school.• Robust, drive and energy• To maintain a sense of humour, a willingness to learn and the persistence to strive for outstanding achievement• 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.		
<p>Candidates should bring with them evidence of qualifications to interview.</p>			

Baginton Fields School is committed to safeguarding and promoting the welfare of its students. All staff are expected to share and demonstrate this commitment.

July 2021