

**ST BERNARD’S HIGH SCHOOL** A Catholic Academy for Arts & Science

PERSON SPECIFICATION –

ASSISTANT HEADTEACHER

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| criteria | qualities |
| **Qualifications and training**  | * Qualified teacher status
* Degree
* Further degree desirable but not essential
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| **Experience** | * Successful teaching experience leading to outstanding outcomes in taught subjects (area of expertise)
* At least 5 years full time teaching experience
* Experience of strategic planning, monitoring and evaluation for school improvement and delivering interventions for pupils
* Experience of effectively supporting colleagues to develop and improve practice
* Ability to role model effective practice for others and coach colleagues where needed
* Experience in delivering impactful training
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| **Skills and knowledge** | * Knowledge of the curriculum, curriculum planning, implementation and delivery
* Knowledge of curriculum from KS3-5 and beyond
* Knowledge of effective teaching and learning strategies
* Knowledge of effective pastoral systems
* Knowledge of the barriers to learning that pupils may face
* Tailoring plans and interventions to individual pupils and groups of children
* An excellent understanding of how children learn
* Ability to adapt teaching to meet pupils’ needs
* Ability to build effective working relationships with pupils
* Knowledge of guidance and requirements around safeguarding children
* Knowledge of effective behaviour management strategies
* Able to use a variety of systems and to conduct analysis and produce reports for a variety of audiences
* Good ICT skills, particularly using ICT to support learning
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| **Personal qualities** | * A commitment to the transformative power of education
* A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Highly ambitious for all students regardless of starting points
* High expectations for the attainment and progress of young people
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding, equality and diversity
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| **Leadership** | * Successfully leading a team to improve/maintain consistency and standards
* Clear vision for raising standards
* Leadership skills e.g. strategic planning, school improvement planning, monitoring and evaluation, data analysis and target setting, policy development and implementation
* Building effective relationships across the school community
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