

**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 |
| **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 |
| **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 |
| **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 |
| **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 |