



Person Specification - Assistant Headteacher

Qualifications and Experience The Trustees of Midsomer Norton Schools' Partnership believe the successful candidate will be a leader capable of inspiring and championing excellence.

Essential:

- Hold Qualified Teacher Status
- Possess Leadership Team Experience
- Previous teaching in KS1 and KS2
- Experience of leading whole-school improvement initiatives.

Desirable:

- NPQSL (National Professional Qualification for Senior Leadership) or equivalent.
- Evidence of further study or training related to teaching, learning, and leadership.

Note: Applications are invited from those with or without Assistant Head experience and will be considered equally on their merits

Knowledge and Experience

- Have a proven track record of success in raising achievement and bringing about improvement
- Successful teaching experience across at least two Key Stages in a primary setting.
- Lead by example through communicating, engaging and modelling outstanding practice; have a visible presence within the school and the wider community, with the will to represent the school to a variety of audiences
- In accordance with agreed school policies, be willing to set challenging targets and deliver exceptional outcomes and results
- Demonstrate financial acumen
- Show a clear understanding of, and commitment to quality in education as well as having:
- The ability to identify and establish the principles of an outstandingly effective school
- Experience of strategies which raise children's achievements
- The qualities necessary to establish a strong school culture of personal development commitment to learning, excellent behaviour and high standards

Skills and Abilities

- To be able to think and act strategically and communicate a vision for the school as part of leading edge developments in education
- To forge and develop productive relationships with governors, staff, parents, pupils, the local community, other schools, and other partners

- Have outstanding all-round communication and presentation skills that can reach a variety of audiences
- Know when to be decisive and when to be consensual
- To be able to network, and be a positive force in the community
- To have knowledge of the structure, management and legalities of academies
- To make an immediate impact on the school, growing the role rather than taking time to grow into the role

Teaching and Learning

- Recognise and demonstrate high quality teaching skills appropriate to the differing needs and aspirations of all pupils
- Ability to foster an enthusiasm for learning through a varied programme of curricular and extra-curricular activity
- The ability to create and maintain an ethos that promotes and secures outstanding teaching and learning and constructive relationships between pupils and staff
- Experience of creating and maintaining an environment that promotes high academic standards and continual improvement

Leadership and Management

- To be able to demonstrate visionary leadership, drive and ambition
- Have the ability to manage time and demands and prioritise accordingly
- Demonstrate excellent interpersonal skills
- Demonstrate outstanding management of people.

Personal Qualities

- Have integrity and reliability
- Possess professional pride and ability to command respect from others
- Have enthusiasm, energy and dynamism
- Be resilient and able to work under pressure
- Listen to others concerning his/her own personal contribution and modify style and behaviour as appropriate
- Be committed to the principles of equality and diversity
- Have a willingness to reflect and engage in professional and personal development

The Trust are committed to safeguarding and promoting the welfare of children and young persons and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced DBS

The Trust is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity