



All Hallows Catholic High School

Person Specification

Assistant Headteacher – Pupil Premium Strategy

"This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment."

Person Specification	ESSENTIAL	DESIRABLE	EVIDENCE A – Application I – Interview R – Reference
Qualifications			
• Qualified teacher status	✓		A
• Degree	✓		A
• Evidence of continuing professional development	✓		A
• School Leadership qualification		✓	A
• Practicing Catholic		✓	A /I/R
Professional Experience			
• Qualified teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post	✓		A /I/R
• Positive impact as an Assistant Headteacher or middle leader and a range of responsibilities undertaken to date	✓		A /I/R
• Record of strong examination results achieved by students recently taught and excellent classroom practitioner	✓		A /I
• Contemporary understanding of key educational issues and developments	✓		A /I
• The ability to establish successful relationships at all levels and can work as a member of a team	✓		A/I/R
• A keen interest in and deep understanding of the ongoing developments in school data analysis	✓		A/I
• Experience of teaching in a Catholic school		✓	A/I/R
• Line Manager/appraiser of teaching staff	✓		A/I
• Understanding of how technology can support teaching and learning and other critical school functions	✓		A/I
• Experience of strategic medium and long term planning in response to self-evaluation and quality assurance	✓		A/I
Professional Development			
• Has demonstrated a commitment to own development	✓		A/I/R
• Professional ambition and a commitment to continual professional learning and self-improvement	✓		A/I/R
• Evidence of delivery of training, development and professional learning to colleagues		✓	A/I
Strategic Leadership			

• Ability to share a vision of our Catholic Secondary Education	✓		A/I
• Ability to articulate a vision and to inspire others	✓		A/I
• Successful evidence of motivating staff	✓		A/I
• Ability to initiate and manage change which leads to school improvement	✓		A/I
• Ability to analyse and use data to identify targets for improvement and tangible actions for improvement	✓		A/I
• Precision and attention to detail	✓		A/I
• Demonstrate knowledge of Safeguarding, Health and Safety and GDPR		✓	A/I
Leading and Managing Staff			
• An ability to support and challenge colleagues to improve their performance	✓		A/I/R
• Demonstrate understanding of the purpose of performance management and professional development	✓		A/I/R
• Understanding of finance and resource management		✓	A/I/R
Skills, Qualities and Abilities			
• Strong commitment to the mission of a Catholic school	✓		A/I
• An understanding of and an ability to contribute to the daily mission of the school	✓		A/I
• Commitment to a high profile presence in and around the school	✓		A/I
• The capacity and commitment to contribute to the wider life of the school	✓		A/I/R
• A moral purpose to provide the best possible educational experience for every child which guides leadership actions	✓		A/I
• Strong commitment to school improvement and raising achievement for all	✓		A/I
• Loyalty, personal integrity and discretion leading to an ability to maintain confidentiality and to respond sensitively to the needs of others	✓		A/I/R
• Ability to build and maintain excellent relationships	✓		A/I/R
• A team player but able to work on own initiative	✓		A/I/R
• Flexibility, emotional intelligence, and enthusiasm	✓		A/I
Supporting Statement			
• Letter should be clear, concise and presented in an organised way (not more than 1300 words)	✓		A