

Haydock High School



Assistant Headteacher and Head of English: Person Specification

		Essential	Desirable	Stage identi
A	Qualifications:			
	• QTS	✓		C
	• Recognised degree	✓		C
	• Evidence of further study/research particularly in the field of education leadership and management.		✓	A
B	Experience:			
	• As a successful senior or middle leader leader	✓		A I
	• Significant experience of outstanding teaching in this curriculum area	✓		A I
	• Ability to lead a team of teachers delivering in this curriculum area	✓		A I
	• Experience of creating intervention strategies to improve student performance	✓		A I
	• Experience of line/performance management of teaching colleagues	✓		A I
	• Experience of judging the quality of teaching and learning	✓		A I
	• Leading a whole school improvement initiative	✓		A I
	• Teaching in more than one school.		✓	A I
	• Managing an aspect of a school budget.		✓	A I
	• Delivering INSET.	✓		A I
	• Two successful and consecutive performance management reviews.	✓		A I
C	Qualities and Knowledge: <i>The successful candidate will:</i>			
	• Be fully aware of the Ofsted standards for teaching and able to deliver lessons appropriately			A I
	• Be an excellent practitioner experienced in raising attainment of students of all ages and abilities.	✓		A I
	• Hold and articulate clear values and moral purpose, focused on providing a world-class education for the students they serve.	✓		A I
	• Build constructive relationships and demonstrate positive attitudes towards students and staff, and towards parents, governors and members of the local community.	✓		A I
	• Always lead by example, showing integrity, creativity, resilience and clarity.	✓		A I

	<ul style="list-style-type: none"> • Draw on their own learning, experience, expertise and skills, and use the learning and experience of those around them. 	✓		A I
	<ul style="list-style-type: none"> • Develop and sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development. 	✓		A I
	<ul style="list-style-type: none"> • Be able to work within a clear set of principles centred on the school's vision, effectively translating local and national policy into the school's context. 	✓		A I
	<ul style="list-style-type: none"> • Help to articulate and communicate strongly the school's vision and drive the strategic leadership, empowering all students and staff to excel. 	✓		A I
D	Students and Staff: <i>The successful candidate will:</i>			
	<ul style="list-style-type: none"> • Always demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes. 	✓		A I
	<ul style="list-style-type: none"> • Build and develop excellent teaching through an analytical understanding of how students learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being. 	✓		A I
	<ul style="list-style-type: none"> • Be committed to creating an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis. 	✓		A I
	<ul style="list-style-type: none"> • Help to create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other. 	✓		A I
	<ul style="list-style-type: none"> • Coach current and aspiring leaders in a climate where excellence is the standard. 	✓		A I
	<ul style="list-style-type: none"> • Hold all staff to account for their professional conduct and practice. 	✓		A I
E	Systems and Process: <i>The successful candidate will:</i>			
	<ul style="list-style-type: none"> • Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity. 	✓		A I
	<ul style="list-style-type: none"> • Help to provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society. 	✓		A I
	<ul style="list-style-type: none"> • Support the leadership of rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice. 	✓		A I
	<ul style="list-style-type: none"> • Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively. 	✓		A I

	<ul style="list-style-type: none"> • Support the Headteacher in strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements and the school's sustainability. 	✓		A I
	<ul style="list-style-type: none"> • Be committed to distributed leadership throughout the organisation, working with and leading teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making. 	✓		A I

F	The Self-Improving School System: <i>The successful candidate will:</i>			
	<ul style="list-style-type: none"> Support the creation of an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students. 	✓		A I
	<ul style="list-style-type: none"> Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all students. 	✓		A I
	<ul style="list-style-type: none"> Use the findings of well evidenced research to frame self-regulating and self-improving schools. 	✓		A I
	<ul style="list-style-type: none"> Enhance the quality of the teaching profession through high quality training and sustained professional development for all staff. 	✓		A I
	<ul style="list-style-type: none"> Model innovative approaches to school improvement and leadership. 	✓		A I
	<ul style="list-style-type: none"> Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education. 	✓		A I
G	Additional Requirement: <i>The successful candidate will have:</i>			
	<ul style="list-style-type: none"> An ability to fulfil all spoken aspects of the role with confidence through the medium of English 	✓		A I

C= Certificates (originals)

A= Application form

I= Interview