



Person Specification

Post: Assistant Headteacher
Location: Pilgrim Pathways School, Ida Darwin Hospital or CUH

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Teachers from Primary, Secondary, Special or AP settings welcome to apply

Education, Qualifications & Training

Essential	Desirable
Good honours degree	Training in Special Needs Education
Qualified teacher status with minimum five years recent teaching experience	Higher level qualification in educational field
Evidence of recent professional development in leadership	Training in SEMH.
	The ability to teach Maths to GCSE level

Experience & Knowledge

Essential	Desirable
Experienced primary or secondary specialist with a track record of outstanding practise.	Particular expertise of working in alternative education provision for example, medical needs or SEMH provision
Experience of leadership	A proven track record of school improvement and impact
Experience of line managing and mentoring other staff	Experience of working within a multi-disciplinary team
Ability to self-evaluate and formulate strategies to implement and maintain outstanding teaching and learning across the team	Experience of supporting the transition of young people from one educational setting to another.
Proven experience in the implementation, modification and development of the curriculum for all pupils including those with additional needs	Experience of working with young people with a range of mental and physical health needs
Excellent AfL strategies in teaching and learning in 1:1 and classroom settings	Experience of implementation of SEND legislation
Successful and effective use of comparative data for benchmarking target setting and monitoring to improve pupil outcomes.	
Awareness of appropriate approaches for young people with a high level of need	Knowledge of current AP legislation & medical needs education
Thorough knowledge of child protection and safeguarding practices	
A minimum of 5 years recent mainstream, Alternative Provision or Special School teaching experience. Some experience teaching in mainstream essential.	Minimum of 2 consecutive years teaching in one school

Skills & Attributes

Essential	Desirable
Ability to monitor pupils progress and keep accurate records	Clean driving licence
Ability to communicate effectively in written form with pupils, parents and professionals for a range of purposes.	
Ability to show confidence and sensitivity interacting and working alongside parents, carers and children in stressful environments	
Ability to empathise, support and encourage pupils with significant acute SEMH presentation and a range of SEND difficulties.	
Ability to evaluate school improvement priorities and set realistic targets for school development	
Proven ability to lead, motivate, support and manage a team.	
A good understanding of the importance of continuing education and how to support the reintegration process.	
Good observation and listening skills	

Professional Qualities

Essential	Desirable
Excellent time management and organisational skills	
High expectations of pupil achievement	
Good or outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate pupils	
Ability to establish productive working relationships and work well in a team	
Commitment to equality of opportunity and high aspirations for the achievement of all pupils	
Evidence of commitment to the safeguarding of all young people	
A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes	
Competent user of IT	

Personal Qualities

Essential	Desirable
The ability to cope with the stress of working with young people with significant mental health needs and who may self-harm as well as young people who are physically unwell or dying.	
Maintenance of strict confidentiality at all times	
Enthusiasm, energy and personal dynamism	
Approachable, friendly and patient	
Good sense of humour	
Able to prioritise and meet deadlines	
High level of integrity, honesty and fairness	
Demonstrates personal enthusiasm for the learning process	
Asks for advice and support where necessary.	
Clear and forward thinking leadership style	

