

Person Specification – Assistant Head Teacher (L5 – 9)

Fountaindale is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This specification is intended to assist both candidates and interviewers in the appointment process. It highlights the particular qualities and expectations for the role. Applicants should be able to demonstrate a good level of experience in the following areas as appropriate:

Section 1 Professional Knowledge, Experience, Qualifications and Abilities	Essential	Desirable	A – Application I – Interview R – Reference
Senior Leadership ability demonstrated via current/previous TLR or Assistant Head Teacher or SENCO role experience and impact	✓		AI
Experience of being a reviewer/appraiser for Appraisal Process		✓	AI
Experience of current SEN appropriate curriculum, teaching, learning and assessment	✓		IR
Experience of leading on the implementation of strategies for raising achievement across the school.	✓		AI
Experience in leading a diverse team of adults	✓		AI
Experience of the principles of effective teaching and Assessment For Learning	✓		I
Experience of strategies for ensuring inclusion, diversity and access	✓		IR
Experience of the use of a range of evidence to support, monitor, evaluate the schools progress.	✓		AIR
Experience of strategies which encourage parents and carers to support their child's learning	✓		AIR
Relevant teaching qualifications	✓		A
Relevant Qualification related to SEN e.g Post Graduate Diploma or MA		✓	A
Proven success as an outstanding "classroom practitioner"	✓		IR
Enthusiasm for professional development	✓		AIR
Experience of teaching students with a wide range of SEN and disabilities	✓		AI
Can demonstrate clear understanding of positive strategies to support young people who can present with challenging behaviour.	✓		AI

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Section 2			
Personal Qualities and Abilities	Essential	Desirable	A – Application I – Interview R – Reference
Ability to model the values and vision of the school	√		AR
Demonstrate personal enthusiasm for and commitment to the learning process		√	AI
Ability to access, analyse and interpret information		√	IR
Ability to recognise and challenge poor performance and acknowledge excellence	√		IR
Ability to priorities task and remain calm under pressure	√		
Ability to successfully manage conflict	√		IR
Positive attitude to broad aspects of school life and contributions to new initiatives and developments	√		AIR
Ability to give and receive positive feedback	√		IR
Ability to inspire, challenge, influence and motivate others to attain high goals	√		AIR
Ambition, dedication and keenness to undertake relevant CPD	√		AR
Ability to effectively manage own time	√		AIR
A commitment to promoting the welfare of children and young people in line with the school's Safeguarding Policy	√		IR