

## RAISE Rochdale Person Specification

**Post: Assistant Headteacher**

### Note to Applicants:

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

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **Assessment** column shows how the panel will obtain the necessary information about you.

If the **Assessment** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.

AF - Application Form

I – Interview

CC – Checking of Certificates/Evidence from the awarding body

A - Assessment

	<b>SELECTION CRITERIA</b>	<b>Assessment</b>	<b>Essential</b>	<b>Desirable</b>
	Commitment to achieving the very best for all children.	AF//A	X	
	<b>1. Training, Qualifications and Experience</b>			
1.1	Qualified Teacher Status.	AF/CC	X	
1.2	Evidence of relevant continuing professional development.	AF//A	X	
1.3	Successful leadership and management experience from within a similar context, including Acting/Interim experience.	AF//A		X
1.4	Significant and successful experience of School Improvement with demonstrable impact.	AF//A	X	
1.5	Track record of leading change effectively with demonstrable impact.	AF//A	X	
1.6	Track record of using effective strategies for monitoring and evaluating the quality and impact of the curriculum and meeting the educational needs of all pupils at the school.	AF//A		X
1.7	Track record of using successful strategies for inclusion, community cohesion and the promotion of equal opportunities.	AF//A		X
1.8	Experience of effective school development/action planning/monitoring and evaluation processes.	AF//A		X
1.9	Evidence of the ability to use data to set challenging targets for improvements and benchmark success.	AF//A		X
1.10	Experience of and a commitment to, being proactive in engaging with partnerships with other schools, community groups and agencies to improve opportunities for children.	AF//A		X
1.11	Experience of strategies to develop pupils' personal development, behaviour and wellbeing.	AF//A		X
	<b>2. Skills and Knowledge</b>			
2.1	To inspire and lead a team effectively, delegate appropriately and manage the performance of individual staff members.	AF//A	X	
2.2	Ability to develop high quality staff in line with the School Improvement priorities.	AF//A	X	

2.3	A proven ability to establish and sustain excellent relationships with parents, pupils, staff and all stakeholders.	AF//A	X	
2.4	The ability to ensure agreed actions are implemented, promoting and maintaining high positive standards, monitoring progress and accountability for achievement of pupil outcomes.	AF//A	X	
2.5	The ability to develop the personality of the whole child including spiritual, moral, social, cultural and academic aspects of development.	AF//A	X	
2.6	An up to date understanding of national education policy, educational developments and the statutory and legal framework in which a school and a Pupil Referral Service operates.	AF//A		X
2.7	Ability to empathise and engage with the cultural and contextual needs of the local community, clearly articulating the values of the school to all partners.	AF//A	X	
2.8	Ability to communicate clearly with a wide range of people using a variety of media.	AF//A	X	
2.9	Strong knowledge and understanding of safeguarding, including contextual safeguarding, and commitment to supporting multi agency partnership working.	AF//A	X	
2.10	Knowledge and understanding of statutory assessment and pathways to access a broad range of qualifications.	AF//A		X
2.11	Able to support and challenge schools and partners in championing the needs of all children to bring about successful and sustained outcomes.	AF//A	X	
2.12	To have a clear understanding of the role played by alternative providers and the pupil referral service.	AF//A		X