

## ASSISTANT HEADTEACHER PERSON SPECIFICATION

Listed below are the requirements which the Governors consider to be necessary in undertaking the role of Assistant Headteacher [Inclusion]. Moorside High School is an inclusive school which values the achievement of all students and works hard to overcome barriers to learning. We are seeking a flexible, resourceful, energetic and skilful practitioner who will maintain and extend the school's outstanding reputation for inclusion.

	Essential	Desirable	How Assessed
<p><b>The successful candidate should have:</b>  <b>Qualifications and Experience:</b></p> <ul style="list-style-type: none"> <li>• A DfEE recognised qualification and experience of teaching in the secondary phase</li> <li>• Evidence of undertaking recent relevant professional development</li> <li>• Experience of successfully teaching and managing children with behavioural problems</li> <li>• Experience of effective working with outside agencies</li> <li>• Experience of initiating and implementing successful whole school initiatives to promote inclusion</li> </ul>	√		A
	√		A
	√		A
	√		R/I
	√		A/R/I
<p><b>Professional Knowledge and Understanding:</b></p> <ul style="list-style-type: none"> <li>• A knowledge and understanding of whole school pastoral policies and practices including those relating to attendance</li> <li>• An understanding of Social Inclusion issues</li> <li>• An understanding of how effective pastoral care can support learning and raise achievement</li> <li>• An understanding of the work of relevant outside agencies</li> <li>• A knowledge of recent relevant legislation in relation to exclusions and other child welfare issues</li> </ul>	√		A/R/I
	√		A/R/I
	√		A/R/I
	√		I
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<p><b>Personal Skills and Abilities:</b></p> <ul style="list-style-type: none"> <li>• A clear vision of the role of effective inclusion strategies in raising standards of achievement throughout the school</li> <li>• An ability to lead and manage teams throughout the school</li> <li>• The ability to promote good relations and communicate effectively at all levels with staff, pupils, parents, governors and the local community</li> <li>• The ability to relate to and teach challenging students and a proven track record of good teaching</li> <li>• An ability to work under pressure and be flexible.</li> </ul>	√		I
	√		I/R
	√		I/R
	√		I/R
	√		I/R

App – application form and letter

I - interview process

R – Reference

L - letter