



Person Specification
Deputy Headteacher - Ashmole School

	Essential	Desirable
Qualifications		
• Qualified teacher status	✓	
• NPQH Qualification or be willing to obtain the NPQH qualification	✓	
• Further professional qualifications		✓
Knowledge and Skills		
• Thorough knowledge and understanding of teaching and learning issues	✓	
• Ability to generate, organise and analyse data in order to raise standards	✓	
• Thorough knowledge and understanding of assessment	✓	
• Knowledge and understanding of strategies for school improvement	✓	
• Knowledge and experience of specialist school status		✓
• Experience of building and sustaining effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of pupils	✓	
• Evidence of innovation and creativity	✓	
Leadership Experience		
• Proven track record as a Deputy or Assistant Head or equivalent	✓	
• Successfully led, planned, managed and evaluated change or major projects which had a significant impact on the whole school	✓	
• Clear understanding of the principles and practice of quality assurance systems, including school review, self evaluation and performance management	✓	
• Experience of successfully managing a team	✓	
Personal Qualities and attributes		
• The ability to inspire, challenge and motivate others	✓	
• Excellent judgement and integrity	✓	
• The ability to develop and maintain good working relationships with all members of the school community	✓	
• Have high standards and expectations	✓	
• Demonstrate personal enthusiasm and commitment to leadership	✓	
• The ability to work well under pressure with energy and vigour	✓	
• The ability to be flexible and use a variety of leadership styles successfully	✓	