



# Millthorpe School

## Assistant Headteacher – Inclusion: SEND and Disadvantaged

<h3>PERSON SPECIFICATION</h3> <p>A - Application    I - Interview    R - References</p>	Essential (E) Desirable (D)	Evidenced
<p><b>Qualifications and professional development</b></p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Honours degree or equivalent</li> <li>• NPQSL or equivalent professional development in preparation for Senior Leadership</li> <li>• Accredited with NASENCO or willingness to attain this Masters level equivalent within 3 years of appointment</li> <li>• Satisfactory safeguarding checks and current DBS</li> </ul>	<p>E E D E E</p>	<p>A A A A/R A/R</p>
<p><b>Teaching experience</b></p> <ul style="list-style-type: none"> <li>• Teaching experience across the full secondary range of 11-16</li> <li>• Excellent classroom practitioner</li> <li>• Evidence of excellent exam outcomes</li> <li>• Working with SEND Pupils</li> <li>• Track record of effectively adapting teaching for disadvantaged students</li> </ul>	<p>E E E E E</p>	<p>A A A A A</p>
<p><b>Leadership and management experience</b></p> <ul style="list-style-type: none"> <li>• Experience of leadership at Middle or Senior level in a secondary school</li> <li>• Evidence of strategic thinking at whole school level</li> <li>• Evidence of identifying areas for improvement, developing and executing a plan, resulting in significant and sustained impact at whole school level</li> <li>• Experience and understanding of how to manage change effectively</li> <li>• Experience of developing and implementing systems, policies and practice</li> <li>• Experience of effective delegation and coaching/developing others</li> <li>• Building and leading effective teams</li> </ul>	<p>E E E E D D E</p>	<p>A/R A/I/R A/I/R A/I/R A/I/R A/I/R A/I/R</p>
<p><b>Accountability and performance</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate contribution to whole school improvement planning and has a clear understanding of the importance of self-evaluation.</li> <li>• Understanding and implementation of effective quality assurance systems that lead to improvements</li> </ul>	<p>E E</p>	<p>A/I/R A/I/R</p>



<ul style="list-style-type: none"> <li>• Experience of using a broad range of data and information, both internal and external, to inform development planning</li> <li>• High expectations of self and others and experience of holding individuals and teams to account</li> <li>• Demonstrates exceptionally high expectations for all students, both personal and academic</li> <li>• Experience of managing a delegated budget</li> </ul>	<p>D</p> <p>E</p> <p>E</p> <p>D</p>	<p>A/I/R</p> <p>A/R</p> <p>A/R</p> <p>A/R</p>
<p><b>Promoting a shared vision and values</b></p> <ul style="list-style-type: none"> <li>• Experience of contribution to the implementation and delivery of a school's vision and values</li> <li>• Commitment to promoting equality and celebrating diversity</li> <li>• A strong commitment to the pastoral and academic success of all our children, providing additional support as a fully inclusive leader</li> <li>• A strategic thinker, able to take a broad, whole-school perspective</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I/R</p>
<p><b>Personal skills and attributes</b></p> <ul style="list-style-type: none"> <li>• A highly engaging and skilful communicator/presenter that can adapt effectively to a wide range of different audiences</li> <li>• Experience of engaging parents and other stakeholders</li> <li>• Effective at communicating difficult and challenging messages</li> <li>• Demonstrate emotional intelligence and empathy – have a calm and caring nature</li> <li>• Evidence of taking initiative, being creative and solving problems</li> <li>• An inspiring leader that challenges, motivates and empowers others</li> <li>• Has strong personal and professional integrity and is an excellent role model</li> <li>• Excellent personal organisation and a track record of timely delivery of tasks and projects</li> <li>• Reflective practitioner with the capacity to challenge and address areas for personal development</li> <li>• Demonstrate resilience, a sense of humour, compassion and an ability to manage your own time and wellbeing</li> <li>• Has the resilience to manage and support in challenging conversations and situations</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>I/R</p> <p>A/I/R</p> <p>A/I/R</p> <p>I/R</p> <p>A/I/R</p> <p>R</p> <p>A/I/R</p> <p>A/I/R</p> <p>R</p> <p>A/R</p> <p>A/I</p>
<p><b>Safeguarding</b></p> <ul style="list-style-type: none"> <li>• Demonstrate a commitment to safeguarding children and ensuring the welfare of children</li> <li>• Be able to remain calm, empathetic and treat all students with dignity and respect, even when faced with challenging behaviour</li> </ul>	<p>E</p> <p>E</p>	<p>I/R</p> <p>A/I/R</p>