



## Stockport School

### Person Specification

#### Associate Assistant Headteacher – Safeguarding, Pastoral & Inclusion

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Good honours degree in relevant subject.	✓	
Qualified Teacher Status.	✓	
Masters degree, NPQ, or further qualification relating to educational pedagogy.		✓
Masters degree, NPQ, or further qualification relating to educational leadership.		✓
Evidence of involvement in relevant CPD.	✓	
<b>Knowledge</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of effective leadership and line management strategies and processes.	✓	
Successful experience of monitoring, evaluating and improving student achievement, attainment, attendance and person development and well-being across a school.	✓	
Knowledge of strategies that promote a positive climate for learning in subjects with differing demands.	✓	
Knowledge of current educational thinking.	✓	
Knowledge of Ofsted inspection framework and Evaluation Schedule.	✓	
Knowledge of effective systems of assessments and examination preparation.	✓	
Knowledge and understanding of the Stockport School ethos and a commitment to core values.	✓	
Knowledge of the challenges of post-16 education and training.		✓
An understanding of associated external agencies and avenues to support young people.		✓
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
Track record of successful middle leadership experience.	✓	
Track record of successful whole school and/or senior leadership experience.		✓
Experience of working in a large comprehensive school.	✓	
Experience of working in more than one educational setting.		✓
Understanding of safeguarding and child protection systems and legislation	✓	
Successful experience in leading upon the raising of aspirations, educational expectations, culture, practice, and standards.	✓	
An understanding and experience of strategies to improve monitoring, analysis and evaluation of staff and student performance.	✓	
An understanding and experience of developing effective assessment strategies to promote positive outcomes for students.	✓	
Excellent record of student performance in GCSE (KS4) examination.	✓	
Experience of delivering and leading relevant aspects of CPD.	✓	
Evidence of successfully managing and leading transformational change via a new initiative and/or major development in school.	✓	
Outreach work / supporting a colleague, department or other area in challenging circumstances.		✓
Financial, budgetary and resource management experience.		✓
Experience of engaging with community, business and industry partners.		✓
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>
Ability to turn vision into reality.	✓	
Ability to inspire, motivate, manage and develop others.	✓	
Ability to build, lead, and manage successful teams.	✓	
Ability to help lead and manage aspects of a fully inclusive school.	✓	
Ability to lead the design and development of an innovative curriculum.	✓	





## Stockport School

Ability to work effectively with members of the local community and a range of stakeholders in developing the school as a community resource.	✓	
Ability to provide a safe environment to ensure the physical and psychological safety of students.	✓	
Ability to lead the development of others.	✓	
Genuine passion and a belief in the potential of every student.	✓	
Good communication, planning and organisational skills.	✓	
Ability to deliver bespoke CPD to colleagues and trainees.	✓	
Ability to use data effectively to analyse and evaluate school / subject performance.	✓	
Ability to evaluate and strengthen the effectiveness of reports that analyse and review data.	✓	
Able to assess school-based assessments accurately and identify strategies for improvement.	✓	
Ability to evaluate and strengthen intervention strategies that bring about rapid improvement.	✓	
Ability to work flexibly and under pressure.	✓	
Ability to provide clear strategies for improvement, following analysis / review of data and/or performance.	✓	
Highly motivated with the ability to plan, problem-solve and negotiate.	✓	
<b>Personal qualities</b>	<b>Essential</b>	<b>Desirable</b>
A passion for education and making a difference with a total commitment and ability to raise the achievement and expectations of all students and staff.	✓	
Evidence of high level of leadership qualities, including clear educational vision, energy, drive and stamina.	✓	
Excellent communicator with a highly professional but pleasant and friendly manner.	✓	
The ability to work sensitively and effectively with a variety of people including parents, staff and the wider community.	✓	
Polite and punctual.	✓	
Reliable.	✓	
Honest and trustworthy.	✓	
A commitment to working as part of a leadership and whole school team, and supporting the vision and aims of the school as a whole.	✓	
To have high aspirations but to manage those with pragmatism.	✓	
To have the ability to win and retain the respect of colleagues and students alike.	✓	
A proven ability to challenge underperformance and to coach and mentor as appropriate.	✓	
Energetic, enthusiastic and hard-working.	✓	
Highly motivated, ambitious, and upbeat.	✓	
The ability to work calm and effectively under pressure completing tasks to meet challenging deadlines.	✓	
Flexible and collaborative.	✓	
To be a leader but also with the emotional intelligence to be a team player.	✓	
Take responsibility for own professional development as identified with the line manager.	✓	

**Date:** February 2024

