

Moorside High School

Cellarhead Road

Werrington

Staffordshire

ST9 0HP

T: 01782 551200

E: office@mhs.potteries.ac.uk

// www.moorside.staffs.sch.uk

Headteacher: Mr D Robinson

PERSON SPECIFICATION

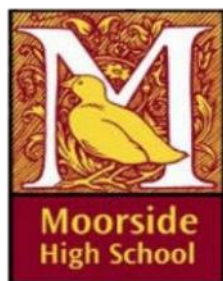
Assistant Headteacher for Rewards, Behaviour and Attendance

Training & Qualifications	Essential	Desirable	Application	Interview
An appropriate degree and QTS.	✓		✓	
Evidence of sustained continuous professional development.	✓		✓	
Appropriate leadership training for the role.	✓		✓	
A commitment to further relevant professional development.	✓		✓	
Further degree-based qualification focussed on education.		✓	✓	

Experience	Essential	Desirable	Application	Interview
Successful senior or middle Leadership experience within an 11-16 or 11-18 school.	✓		✓	✓
Evidence of impact and a proven track record of raising standards and using data effectively.	✓		✓	✓
Evidence of impact on whole-school improvement priority.	✓		✓	✓
Extensive knowledge of and experience of implementing evidence-informed practice to improve the standards achieved by students and the impact of support for students.		✓	✓	✓
Highly competent in the use of information technology systems to support the effective delivery of learning, teaching and leading a school.	✓		✓	✓
Experience of leading Behaviour and / or other aspects of inclusive education.		✓	✓	✓
Significant relevant experience of contributing to whole school issues.	✓		✓	✓
Experience of working with external partners to support students or improve outcomes.		✓	✓	✓
Experience of using whole school data intelligently to raise standards and improve outcomes for students.		✓	✓	✓

Engage and Achieve





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Engage and Achieve

Leadership & Management	Essential	Desirable	Application	Interview
First class communicator and a strong, visible team leader with confident presentation skills.	✓		✓	✓
Experience of leading on behaviour, attendance pastoral and / or curriculum themes and establishing effective procedures within a team.	✓		✓	✓
Experience of managing and motivating staff, providing support and challenge.	✓		✓	✓
Capacity to identify trends and devise preventative or reactive strategies as required.	✓		✓	✓
Effective use of all resources and budgets.		✓	✓	✓
Willingness to accept delegated responsibility.	✓		✓	✓
Mentoring / coaching staff to improve outcomes.		✓	✓	✓
Participation in working groups and/or leadership of specific projects.		✓	✓	✓

Personal Qualities	Essential	Desirable	Application	Interview
A confident and inspirational leader with clarity of purpose and vision.	✓		✓	✓
Exceptional communication, listening and interpersonal skills – approachable.	✓		✓	✓
Highly professional approach, demonstrating emotional intelligence and integrity at all times.	✓		✓	✓
Ability to lead, empathise with and motivate young people.	✓		✓	✓
Outstanding discipline.	✓		✓	✓
Reflective and positive thinker.	✓		✓	✓
Ability to motivate, inspire and lead.	✓		✓	✓
An affinity with young people and an empathic, student-centred emotionally intelligent approach.	✓		✓	✓
A lifelong learner with a creative approach to problem solving.	✓		✓	✓
Clear commitment to school values.	✓		✓	✓

