

**Person Specification:**

**Assistant Headteacher - Maidstone & Malling Alternative Provision**

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|  **MINIMUM** |
| **QUALIFICATIONS***(if essential)* | * Leadership training desirable
* Qualified Teacher status.
* Evidence of engaging in recent personal professional development.
* Successful of substantial experience at a middle management level within a school or local authority setting.
* Proven teaching ability
* Experience of working with children with emotional and behavior needs to improve participation and attainment.
* Experience of improving teaching and learning.
* Experience of working with key partners and stakeholders to promote inclusion and address barriers to learning.
* Ability to encourage and motivate through positive management.
* Ability to performance manage staff and promote professional development and accountability.
* Ability to communicate effectively in a variety of situations
* Ability to travel to meet the needs of the service
* Ability to engage reluctant pupils in the learning process.
* Understanding of the barriers to learning and inclusion experienced by children and young people with behavioural needs an strategies that contribute to their resolution.
* Impact of social factors on achievement.
* Knowledge of the Curriculum and Assessment processes.
* Knowledge of factors impacting on child development, their ability to build positive relationships and to aspire.
* School safeguarding.
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| **EXPERIENCE** |
| **SKILLS AND ABILITIES** |
| **KNOWLEDGE** |

Applicants should describe in their application how they meet these criteria.

This job description is provided to assist the post holder to know their principal duties. It may be amended from time to time in consultation with you without change to the level of responsibility appropriate to the grading of the post.