

	Role:	ASSISTANT HEAD TEACHER
	Salary Scale:	STPCD Teachers' Leadership Pay Scale (Inner London)
	Updated:	26 th January 2024

Descriptor	Requirement	Evidence
	D: Desirable E: Essential	A: Application I: Interview T: Teaching
<i>Qualifications/Training</i>		
Good First Degree	E	A
Qualified Teacher Status Qualifications, and a track record as a consistently good or outstanding practitioner	E	A
Evidence of your Post Graduate Certificate in Education (PGCE) Qualification	D	A
GCSE/ O'levels in Maths and English	E	A
MA (or working towards) or other evidence of further study related to your subject or to education	D	A
<i>Professional Experience</i>		
Successful experience of leading and managing a team	E	
Raise levels of achievement, in value added terms, as demonstrated by results at the end of Key Stages 3 and 4	E	
Successful experience of coaching and supporting others	E	
Communicate effectively with the Leadership Team, other staff, parents and external agencies including the Local Authority	E	
Be able to provide inspirational leadership and management of staff and students	E	
Commitment to treating others fairly	E	
Commitment to achieving the highest possible results for all students, and to the schools' values of treating all members of the school community with kindness, politeness and respect.	E	
Understanding of the needs of students in diverse school population	E	
Develop, coordinate and monitor appropriate subject courses which meet the needs of students	E	
Implement Appraisal procedure	E	
Proven record of developing the pedagogy and practice of other teachers and assigned support staff	E	

Developing, coordinating and monitoring appropriate subject courses which meet the needs of students	E	
Evidence of collaborative working with other subjects	E	
A thorough understanding of current developments and initiatives in English education	E	
<i>Abilities & Skills</i>		
Ability to seek areas for improvement and to implement change	E	A + I + T
Ability to monitor, review and evaluate the work of the school against current OFSTED criteria	E	A + I + T
Ability to interpret data and communicate the significance of that data to staff, students and parents	E	A + I + T
Ability to act as a role model for students and other staff, at all times being professional and respectful in your dealings with others in the school community	E	A + I
Excellent communication and user ICT skills	E	A + I
Ability of work under pressure and meet deadlines	E	A + I
<i>Personal Qualities</i>		
Strong ongoing commitment to developing your own knowledge, skills and understanding as an educator, including good use of professional development	E	A + I + T
Self-motivated with exceptional organisational and planning	E	A + I
skills Involvement in networking and sharing of best practice	E	I + T
Resilient and determined to achieve goals	E	A + I + T
Committed to the ethos of the school	E	A + I
Willing to share with students your belief in and commitment to the importance of reading	E	A + I
Willingness to be flexible and take on additional duties as and when required	E	A + I + T
<i>Equal Opportunities Awareness</i>		
A commitment to equal opportunities, awareness of diversity issues and working in a positive and non-discriminatory way	E	A + I
A commitment to working in a multi-cultural environment and with pupils and staff from diverse backgrounds and abilities	E	A + I + T
A commitment to working in a flexible and collaborative manner with all members of the school community	E	A + I
<i>Child Protection & Safeguarding Awareness</i>		
A strong understanding of child protection and safeguarding matters	E	I

A commitment to safeguarding and promoting the welfare of young people	E	I + T
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