

Mersey Park Job Specification- Assistant Headteacher post- September 2026



	Qualifications	Essential or Desirable	Stage identified
1	Recognised teaching qualification	E	Application
2	Degree or equivalent	E	Application
3	Recent and relevant INSET to a leadership role	E	Application/ Interview
4	Designated Safeguarding Leader training	D	Application
	Experience	Essential or Desirable	Stage identified
1	Excellent classroom skills that demonstrate outstanding practice in school and ability to model this for others	E	Interview
2	Proven ability to achieve high standards	E	Application/ Interview
3	Leadership and Management experience- whole school	E	Application/ Interview
4	Line management experience within upper Key Stage 2 (TLR)	E	Application
5	Involvement in School Self Evaluation and School development planning	D	Application/ Interview
6	Experience of whole school curriculum development	E	Application/ Interview
7	Experience of leading maths for whole school- with notable impact	E	Application/ Interview
8	Experience of delivering whole school INSET	E	Application/ Interview
9	Have worked in or with other schools to improve outcomes	E	Application/ Interview
10	Experience and competence in tracking and analysis of pupil progress data to improve teaching and learning and to raise standards and close gaps	E	Application/ Interview
11	Experience of leading CPD throughout school	D	Application/ Interview
	Knowledge and Skills	Essential or Desirable	Stage identified
1	Clear personal philosophy of education	E	Application/ Interview

2	Knowledge and understanding of effective assessment processes	E	Application/ Interview
3	Ability to identify the features of outstanding teaching which has a positive impact	E	Application/ Interview
4	Excellent interpersonal and communication skills	E	Application/ Interview
5	Ability to communicate effectively with all stakeholders	E	Application/ Interview
6	A strong understanding of SEND needs and inclusive practices	E	Application/ Interview
7	Ability to communicate a vision and inspire others	E	Application/ Interview
8	Ability to build effective working relationships	E	Application/ Interview
9	Ability and drive to improve outcomes for disadvantaged pupils	E	Application/ Interview
10	Ability to form strong and caring relationships with all pupils in order that they can feel safe in school	E	Interview
	Special Requirements	Essential or Desirable	Stage identified
1	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of Mersey Park	E	Application/ Interview
2	Ability to work under pressure and prioritise effectively	E	Application/ Interview
3	A commitment to maintaining confidentiality at all times	E	Interview
4	A commitment to safeguarding and equality	E	Application/ Interview
5	A commitment to maintaining positive links with local school networks, working collaboratively with other leaders	E	Application/ Interview