

Framwellgate School Durham  
Newton Dr, Durham, DH1 5BQ

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www.framdurham.com

## Job Title: Associate Headteacher

Salary	Leadership L25 – L29 £79,945-£88,166
Contract Type	Temporary for 2 years
Reporting To	Chief Executive Officer

### Person Specification

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>			
Graduate with QTS	✓		AF, CC
NPQH, NPQSL or other leadership qualification (completed or in progress)		✓	AF
<b>Knowledge, Skills &amp; Experience</b>			
Evidence of relevant & substantial CPD	✓		AF
Substantial experience working at middle and senior leadership level	✓		AF, LA
Experience at HT or DHT level	✓		AF
Experience of having led, or significantly contributed to the success of a school through its leadership, ethos, teaching and learning and results	✓		AF, LA, R
Experience leading a team and/or working to support the significant success of others including CPD and effective management of underperformance	✓		AF, LA, R
Ability to use data and/or evidence to inform decision making and address weaknesses	✓		AF, LA, R, SP
Good understanding of current education landscape & legislation	✓		LA, SP
<b>Behaviours</b>			
Deep commitment to the ethos and values of Framwellgate School Durham	✓		LA, SP
Genuine passion and belief in the potential of every student	✓		LA, SP
Very strong vision and interpersonal, planning and organisation skills	✓		SP, R
Emotional intelligence	✓		SP, R
Real team player with a strong understanding of personal strengths and weaknesses and of own role in the dynamics of any team	✓		SP, R
Leads by example	✓		SP, R
Commitment to ongoing professional development	✓		SP, R
Reflective practitioner	✓		SP
Commitment to and understanding of professionalism in line with the National Teachers' Standards	✓		SP, R
Commitment to the safeguarding & welfare of all students	✓		SP, R

**Evidence:** AF: Application Form  
CC: Certificate Check

LA: Letter of Application  
SP: Selection Process

R: References