

## Assistant Principal Person Specification

Elements required to undertake the job are provided under specific headings. Each element is essential (E) or desirable (D) as indicated below.

A	Training and Qualifications	E/D
A.1.	Graduate with Qualified Teacher Status	E
A.2.	Significant leadership/management training, and/or further professional study relevant to education leadership, undertaken in the last three years	E
B	Experience of Teaching and School Leadership	E/D
B.1.	Recent experience of senior/middle leadership in secondary schools/academies	E
B.2.	Experience of the leadership of whole-school initiatives which have measurably transformed student outcomes	E
B.3.	Evidence of improving the performance of staff whose performance was inadequate/poor	D
B.4.	Evidence of oversight of the allocation, monitoring and deployment of financial resources to enhance educational provision	D
B.5.	Evidence of outstanding classroom practice which consistently enables students to achieve beyond expectations	E
B.6.	Experience of delivering successful whole-school and/or local/national educational training	E
C	Professional Knowledge and Understanding	E/D
C.1.	A clearly articulated vision for secondary education, which takes into account national policies and context	E
C.2.	Know what makes an outstanding lesson and understand how to enable other teachers to deliver outstanding lessons	E
C.3.	Know the Ofsted inspection process well and understand what a school must do to be outstanding	E
C.4.	Know a wide range of innovative practices and understand how they might be applied to improve student outcomes	E
C.5.	Understand how finance can be used efficiently, and imaginatively, to achieve the aims of the school	D
C.6.	A clear understanding of how accurate data analysis enhances pupil performance	E
D	Personal Skills and Attributes	E/D
D.1.	Ability to inspire and lead teams to achieve goals	E
D.2.	A passionate commitment to achieving the very best outcomes for all students	E
D.3.	A passionate commitment to equality, diversity, inclusion and SEND	E
D.4.	Excellent oral and written communication and ICT skills	E
D.5.	Commitment to working with Governors to achieve successful outcomes	E
D.6.	Ability to analyse and interpret information to make good decisions and secure rapid improvement	E
D.7.	Is hard working, resilient and self-motivated and works effectively under pressure	E
D.8.	Commitment to promoting collaboration and developing external partnerships	E
D.9.	Possesses integrity, a sense of humour, warmth, sensitivity and humility	E