

## ASSISTANT PRINCIPAL PERSON SPECIFICATION

CRITERIA	ESSENTIAL/ DESIRABLE	EVIDENCE
<b>SAFEGUARDING</b>		
Ability to safeguard and promote the welfare of children and young people, has a good understanding of the safeguarding agenda and can show a personal commitment to safeguarding	E	Application/Reference/ Interview
<b>QUALIFICATIONS AND TRAINING</b>		
Degree or equivalent in the specialist subject	E	Application/Certificates
Qualified Teacher Status	E	Application/Certificates
<b>EXPERIENCE</b>		
Evidence of successful classroom practice, organisation and display	E	Application/Reference
A range of recent and relevant in-service training	E	Application/Reference
An ability to demonstrate successful leadership management, with specific measurable outcomes	E	Application/Reference
Senior leadership experience in an 11-18 school	E	Application/Reference
Leading an aspect of CPD within or outside of school	E	Application/Reference
<b>PROFESSIONAL KNOWLEDGE AND UNDERSTANDING</b>		
Ability to create a safe, supportive and stimulating learning environment for all students	E	Reference/Application
Demonstrates effective planning, assessment and record-keeping	E	Reference/Application
Interest in developing a variety of teaching and learning styles	E	Application/Interview
Understanding of child development, together with the ability to select appropriate teaching methods, according to students' differing needs	E	Reference/Interview
<b>ABILITIES AND SKILLS</b>		
Ability to communicate easily, sensitively and effectively, both orally and written, with a range of professional and non-professional, both within and outside the school, including parents	E	Application/Interview

Ability to relate appropriately to staff in a variety of contexts and be a supportive colleague	E	Reference/ Interview
Demonstrable written and oral communication skills including ICT skills	E	Application/Interview
Ability to effectively chair meetings and manage conflict to a satisfactory conclusion	E	Application/Interview
Ability to work with a team, motivate the team and to share common department/College visions	E	Reference/Application/ Interview
Commitment to staff development and training	E	Reference/Application/ Interview
<b>PERSONAL QUALITIES</b>		
Commitment to equal opportunities and inclusion	E	Application/Interview
Enthusiasm, energy, integrity and a positive outlook	E	Application/Interview
Promotes confidence in staff, students and parents	E	Interview/Reference
Understanding the importance of flexibility	E	Interview/Reference
Willingness to keep learning	E	Application/Interview/ Reference
Ability to encourage students to develop self-esteem and tolerance	E	Application/Interview/ Reference