



## King's Academy Binfield Person Specification Assistant Principal

	Essential	Desirable
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>● Qualified Teacher Status.</li> <li>● Evidence of appropriate professional development.</li> </ul>	<ul style="list-style-type: none"> <li>● A good honours graduate.</li> </ul>
<b>Experience, Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>● Extensive knowledge and understanding of how to use and adapt a range of teaching, learning, assessment and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential</li> <li>● Demonstrate excellent and innovative pedagogical practice within their own teaching</li> <li>● A good understanding of strategic planning processes to meet the needs of disadvantaged students in the medium and long-term.</li> <li>● An understanding of the range and variety of educational requirements for special needs students.</li> <li>● An understanding of effective strategies to lead change and innovation.</li> <li>● An ability to analyse and interpret data, drawing robust conclusions from it.</li> <li>● Ability to apply one's knowledge to develop strategies for effective communications with school and external agencies.</li> <li>● At least three years of successful Middle Leadership experience as Head of Department, Head of Year or SENCo.</li> <li>● Experience of line managing staff.</li> <li>● The ability to lead and work as a member of a senior team in a purposeful manner.</li> </ul>	<ul style="list-style-type: none"> <li>● Knowledge or experience of partnership working with other agencies and providers</li> <li>● Senior Leadership experience.</li> <li>● Experience of working across the primary and secondary age range</li> <li>● Experience as a deputy designated safeguarding lead or DSL</li> </ul>
<b>Skills and Attributes</b>	<ul style="list-style-type: none"> <li>● Ability to use and interpret data to raise achievement.</li> <li>● The ability to demonstrate a consistent commitment to high standards.</li> <li>● Ability to build a high performing and cohesive team.</li> <li>● Ability to work with external agencies to meet the needs of SEN, disadvantaged and most able students.</li> </ul>	<ul style="list-style-type: none"> <li>● Persistence</li> <li>● Leadership/management of change</li> <li>● Prioritisation</li> <li>● Strategic Vision.</li> </ul>

<b>Strategic Development</b>	<ul style="list-style-type: none"> <li>● Experience of development planning.</li> <li>● Experience of leading meetings effectively.</li> <li>● Experience of raising academic standards in all Key Stages.</li> <li>● Ability to develop and implement policies and practices which reflect the academy's commitment to high achievement, effective teaching and effective learning.</li> </ul>	<ul style="list-style-type: none"> <li>● Involvement in the formulation of departmental and whole school aims, policies and practices.</li> <li>● Involvement in whole school self-evaluation.</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>● An excellent classroom practitioner with a willingness to learn new teaching methods and a good track record of success in student examination results</li> <li>● Experience of lesson observation and quality assurance</li> </ul>	
<b>Motivation and Personality</b>	<ul style="list-style-type: none"> <li>● Rigorously professional in everything</li> <li>● A determination to deliver and be part of only the very best of learning activities</li> <li>● Enthusiasm, determination, an insistence on high standards and a commitment to growth mindset</li> <li>● Buy in to and leadership of the philosophy of 'whatever it takes'</li> <li>● A steely core capable of dealing with all obstacles</li> <li>● A sense of humour</li> <li>● Excellent attendance and punctuality</li> <li>● A willingness to learn new skills and approaches and to share the experience with others</li> <li>● Belief in the value of individuals and ability to challenge when this is not displayed</li> <li>● Display optimism and ambition for all learners and a commitment to their development</li> <li>● Be able to work under pressure, prioritise and manage time effectively</li> <li>● Be very generous and flexible with your own time</li> <li>● Excellent communication and interpersonal skills</li> <li>● Ability to motivate staff and set example of high personal standards</li> </ul>	