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| **Person Specification Assistant Principal (Inclusion)** |

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| **Education and Qualifications** | **Criteria** | **Assessment** |
| 1. Degree
 | **E** | **A** |
| 1. Qualified teacher status
 | **E** | **A** |
| 1. Postgraduate qualifications/National award for SEN
 | **E** | **A** |
| 1. Evidence of appropriate professional development
 | **E** | **A/I** |
| 1. Middle/senior leadership qualification
 | **D** | **A** |

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| **Experience** | **Criteria** | **Assessment** |
| 1. Evidence of outstanding teaching
 | **E** | **A/I** |
| 1. Evidence of having responsibility for Inclusion or designated SENCO
 | **E** | **A/I** |
| 1. Experience of raising the attainment of all pupils in a diverse and challenging classroom environment
 | **D** | **A/I** |
| 1. Experience of using a range of strategies to build positive and nurturing relationships with pupils
 | **E** | **A/I** |
| 1. Experience of safeguarding in a similar context either at DSL level or part of a school safeguarding team
 | **E** | **A/I** |
| 1. Experience of best practice relating to supporting vulnerable groups
 | **D** | **A/I** |
| 1. Experience of academy leadership at Assistant Principal level
 | **D** | **A/I** |

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| **Knowledge and Understanding** | **Criteria** | **Assessment** |
| 1. Understanding of data and analysis of progress
 | **E** | **A/I** |
| 1. Understanding of the role and use of development and raising attainment plans
 | **E** | **A/I** |
| 1. An excellent understanding of the needs and management of pupils with SEND
 | **E** | **A/I** |

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| **Skills** | **Criteria** | **Assessment** |
| 1. Excellent communication skills
 | **E** | **A/I** |
| 1. Is well organised
 | **E** | **A/I** |
| 1. Has the ability to deal with parent queries effectively
 | **E** | **A/I** |
| 1. Has interpersonal skills to support the effective development of their team and good practice
 | **E** | **A/I** |
| 1. Ability to play a leading role within the academy
 | **E** | **A/I** |

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| **Leadership** | **Criteria** | **Assessment** |
| 1. Ability to inspire, motivate and support staff and pupils
 | **E** | **A/I** |
| 1. Ability to lead a team within the school
 | **E** | **A/I** |
| 1. Ability to be a role model for staff and students
 | **E** | **I** |
| 1. Willingness to share effective practice within the academy and within the academy trust
 | **E** | **I** |
| 1. Enthusiasm for further personal development as a leader
 | **D** | **I** |

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| **Personal Qualities** | **Criteria** | **Assessment** |
| 1. Genuine belief in the potential of every student's ability to make outstanding progress regardless of starting point
 | **E** | **I** |
| 1. Flexible and approachable. Able to deal sensitively with people
 | **E** | **I** |
| 1. Incisive and clear strategic thinker
 | **E** | **I** |
| 1. High expectations of pupils in terms of learning and behaviour
 | **E** | **I** |
| 1. High professional standards
 | **E** | **A/I** |
| 1. Willingness to offer a positive commitment to the life of the academy
 | **E** | **I** |
| 1. Positive and enthusiastic approach towards work, solution focused approach
 | **E** | **I** |
| 1. Good team player
 | **E** | **I** |

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| **Criteria Key** | **Assessment Key** |
| **E** | Essential | **A** | Application Form |
| **D** | Desirable | **I** | Interview |