**Person Specification – Assistant Principal**

**Information for candidates:** The person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. In your supporting statement you should demonstrate how your own skills, experience, and abilities match those listed below.

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| **Qualifications criteria** | **Essential/ Desirable** | **Assessed through**   |
| Qualified to degree level and above  | E | Application form/certificates  |
| Qualified to teach and work in the UK  | E | Application form/certificates  |
| Safeguarding qualification  | D | Application form/certificates  |
| **Knowledge & Skills**   | **Essential/ Desirable** | **Assessed through**   |
| Current and relevant knowledge of best practice in school leadership and management | E | Application/interview  |
| Knowledge of national changes; safeguarding, curriculum, assessment and Ofsted  | E | Application/interview  |
| Understanding of effective teaching and learning strategies; ability to observe and assess lessons and identify improvement strategies  | E | Application/interview  |
| Knowledge of the barriers to achievement and how to overcome them  | E | Application/interview  |
| Knowledge of and a commitment to equality and diversity  | E | Application/interview  |
| Ability to gather information, create systems and processes, rigorously monitor, review and analyse outcomes for diverse audiences  | E | Application/interview  |
| A skilful communicator with strong interpersonal, written and oral communication skills  | E | Application/interview  |
| **Experience**   | **Essential/ Desirable** | **Assessed through**   |
| Excellent classroom practitioner  | E | Application/interview  |
| Experience of having led, or significantly contributed to, the success of a school through its leadership, vision/ethos, teaching and learning and results  | D | Application/interview  |
| Experience of having improved and sustained an effective **behaviour management** policy  | D | Application/interview  |
| Experience of **raising attainment** in a challenging context  | D | Application/interview  |
| Experience of **improving the quality of teaching and learning** in a secondary environment  | D | Application/interview  |
| Experience of developing high achieving teams within a complex school environment  | D | Application/interview  |
| **Leadership Behaviours**   | **Essential/ Desirable** | **Assessed through**   |
| Unwavering belief that every child can succeed  | E | Application/interview  |
| Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance  | D | Application/interview  |
| Ability to develop the leadership skills of others  | E | Application/interview  |
| Welcomes accountability and takes personal responsibility for their own actions  | E | Interview  |
| Resilience and motivation to lead the academy through day to day challenges while maintaining a clear strategic vision and direction  | D | Interview  |
| A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision  | E | Application/interview  |
| Effective role model, team worker and leader  | E | Interview  |
| **Leading External Relationships**   | **Essential/ Desirable** | **Assessed through**   |
| Can skilfully manage and maintain effective working relationships with parents and other stakeholders  | E | Application/interview  |
| **Safeguarding and welfare**   | **Essential/ Desirable**   | **Assessed through**   |
| Experience of overseeing robust safeguarding procedures  | E | Application/interview  |
| Commitment to the safeguarding and welfare of all students and providing equality of opportunity  | E | Application/interview  |

