



PERSON SPECIFICATION

Assistant Principal

Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Qualification to the equivalent of degree level in specialist subject or a related subject
Experience	<ul style="list-style-type: none"> • Successful experience in a senior leadership team. • Evidence of impact in improving student outcomes at subject or whole school level. • Teaching in a mainstream setting • A good classroom practitioner with evidence of setting appropriate expectations to advance learning and to engage and motivate students. • Evidence of successful team leadership • Tracking attainment and progress and planning future support • Evidence of significantly improving achievement levels for young people. • Experience implementing and leading whole school strategies. • Experience of working with the wider learning community • Ability to manage budgets
Skills and abilities	<ul style="list-style-type: none"> • Understanding of what constitutes high-quality teaching and the ability to model this for others. • High levels of self-reflection, motivation to improve own practice and a solution focussed, positive approach to operational challenges. • Demonstrable evidence of participating in continuous professional development and applying this within the specialist area/s of work. • Strong interpersonal and communication skills to build and maintain effective working relationships with a wide range of professionals and an ability to resolve conflict. • Ability to contribute an enthusiastic and clear vision for collaborative working in multi-disciplinary teams. • Ability to model high professional standards in all aspects of work. • Confidence and competence in the use of ICT • Effective communication and interpersonal skills
Knowledge	<ul style="list-style-type: none"> • Demonstrable evidence of continuing to develop skills and knowledge. • Knowledge and understanding of education policies and practices relating to the education and training of children and young people.

Behaviours	<ul style="list-style-type: none"> • Act as a good role model in terms of professional appearance, conduct, punctuality, and attendance. • Flexibility with the ability to remain calm under pressure. • Enthusiasm, personal dynamism and stamina. • Commitment to equal opportunities. • Ability to empathise with young people and be firm, fair and consistent when dealing with them. • Ability to establish good and productive working relationships and work well in a team. • Ability to communicate effectively to staff, students and parents, both verbally and in writing. • The ability to empower and develop staff and students through support and challenge whilst delivering learning outcomes. • The ability to articulate a passion for delivering high quality education to students and their families.
Personal Qualities	<ul style="list-style-type: none"> • A commitment to safeguarding and equality. • Ability to work under pressure and prioritise effectively. • Commitment to maintaining confidentiality at all times.