

## PERSON SPECIFICATION – ASSISTANT PRINCIPAL

As a member of the SLT to work with the Principal and Vice Principals to provide strategic leadership and development across aspects of the work of the Academy.

To work as part of the leadership team to drive specified leadership roles, and being accountable in this respect for enabling the Academy to meet its targets for improvement and success.

Depending on experience, expertise and developmental needs, to lead on or where appropriate assist the relevant Vice Principal(s) on a number of whole Academy responsibilities.

Knowledge	Essential	Desirable
<i>Skills</i>	<p>A proven track record of effective leadership in a secondary school.</p> <p>A sound knowledge and understanding of current curriculum developments at KS3/KS4/KS5</p> <p>Able to support on pedagogy and practice</p> <p>Excellent interpersonal and team management skills</p> <p>Excellent organisational and planning skills</p> <p>Excellent oral and written skills</p> <p>Good negotiating and diplomatic skills</p> <p>Ability to undertake self-evaluation and plan and execute improvements</p>	<p>Able to ensure that technologies are used effectively to improve learning</p> <p>Knowledge of budget management</p>
<i>Qualities</i>	<p>The ability to inspire young people to learn</p> <p>Ability to take initiative, lead, motivate, inspire and support others to achieve excellence</p> <p>A commitment to life long professional learning</p> <p>A commitment to enabling young people to be successful learners both through curricular and extra-curricular activities.</p>	<p>Knowledge of changes to SEND agenda</p> <p>An understanding of the power and importance of emotional intelligence</p> <p>A sound grasp of the potential of ICT as a management and learning tool</p>

	<p>Patience</p> <p>Reflective Practitioner</p> <p>Ability to work under pressure and meet deadlines</p> <p>A commitment to inclusive education</p> <p>Committed to practising inclusivity and engaging in respectful everyday interactions with all colleagues, students and stakeholders</p> <p>The capacity to make a significant contribution to the leadership and management of the whole Academy</p> <p>A clear understanding of strategic planning and development</p> <p>A passion for developing the declared vision of the Academy</p> <p>Passion, energy, integrity and enthusiasm</p>	
<i>Experience</i>	<p>Proven track record of excellent teaching</p> <p>Middle or Senior leadership experience in at least area of whole school development</p> <p>Substantial experience of curriculum innovation and development that has resulted in raised standards</p> <p>Experience of understanding and interpreting data to identify and act upon underachievement and underperformance</p> <p>Experience of leading CPD for colleagues</p> <p>A record of involvement in school extracurricular activities.</p>	<p>Experience of effective monitoring and intervention of the quality of teaching.</p> <p>Experience of having successfully led a key area of whole-school development and improvement</p>
<i>Education &amp; Qualifications</i>	<p>Degree level qualification</p> <p>QTS Status and experience of teaching across at least two key stages</p>	<p>Post Graduate Qualification</p> <p>Appropriate professional qualifications</p>

	Relevant professional development over the last 2 years	
<i>Special Requirements</i>	All post holders will be required to undertake an enhanced DBS check including Children's Barred List. Individuals on the Children's Barred List (and adults barred list where relevant) should not apply.	