

Person Specification - Associate Assistant Principal

	Essential	Desirable
Education/ Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of sustained professional development and up-to-date professional knowledge. 	<ul style="list-style-type: none"> • Higher-level professional qualification. • NPQSL/ H qualification or active participation.
Relevant Experience	<ul style="list-style-type: none"> • Demonstrable success in leading improvement within teams, with clear impact on standards. • Proven experience of effective team leadership, including motivating colleagues and securing improved outcomes. • Experience of promoting equality of opportunity in practice. • Delivery of high-quality professional development (INSET). • Successful implementation of significant initiatives at department or whole-school level. • Experience of staff management, including performance management and professional development. • Ability to establish and sustain effective working relationships at all levels. • Experience of developing provision to meet a range of learner needs. • Experience of quality assurance processes, including monitoring teaching, learning and performance. 	<ul style="list-style-type: none"> • Experience of managing and deploying financial resources. • Experience of effective partnership working with external agencies (e.g. local authority, Ofsted, further education, partner schools, business). • Experience of managing staffing issues. •
Knowledge, understanding, skills and competences	<ul style="list-style-type: none"> • Strong leadership and management skills that secure confidence and enable staff and learners to achieve high standards. • Evidence of being an effective classroom practitioner across a range of learner abilities. • Secure understanding of Ofsted evaluation areas, particularly Curriculum & Teaching and Achievement. • Knowledge of evidence-informed strategies to maximise learner achievement. 	

	<ul style="list-style-type: none"> • Up-to-date knowledge of developments in curriculum, teaching, learning and relevant legislation. • Strong communication skills, both written and verbal. • Effective use of ICT to support curriculum delivery and leadership. • Secure understanding of assessment principles, including the use of data and record-keeping to support learner progress and development. 	
Personal Qualities	<ul style="list-style-type: none"> • High levels of discretion, integrity and professionalism. • Strong interpersonal skills, with the ability to motivate and influence others. • Initiative, resilience and self-motivation. • Flexibility, creativity and the ability to think strategically. • Effective time management and prioritisation skills. • Reflective practice, with the ability to evaluate and improve own performance. 	
Special Requirements	<ul style="list-style-type: none"> • Enhanced DBS clearance. • Compliance with all School and Trust policies and procedures. • Commitment to safeguarding and promoting the welfare and success of all learners. • Commitment to equality of opportunity in all aspects of practice. • Active promotion of the aims and values of the Trust. 	