

**Assistant Principal
Person Specification**

QUALIFICATIONS AND TRAINING	
Qualified to degree level and above	Essential
Qualified to teach in the UK	Essential
Right to work in the UK	Essential
Recent and relevant professional development	Essential
A further post-graduate qualification relevant to the post	Desirable
EXPERIENCE	
Evidence of significant recent experience of responsibility for staff management and deployment	Essential
A proven track record of recent and successful class teaching of children with Social, Emotional and Mental Health needs (SEMH).	Essential
Evidence of proven successful experience of differentiating and teaching the curriculum for children with SEMH.	Essential
Evidence of effective financial planning, efficient use of resources and obtaining best value for money.	Essential
Evidence of the ability to scrutinise a range of data and make recommendations about school improvement following the analysis of the same.	Essential
Evidence of supporting strategic school improvement planning and school self-evaluation.	Essential
Recent evidence of using effective strategies to raise achievement for pupils with SEMH.	Essential
Experience of effective working within a specialist SEMH, PRU or Alternative Provision	Desirable

KNOWLEDGE AND UNDERSTANDING RELEVANT TO THE POST	
Excellent understanding of current theory and best practice in teaching and learning, particularly as it relates to achieving high rates of progress for children with SEMH.	Essential
Excellent knowledge of how to raise achievement in English and maths for pupils with SEMH.	Essential
Broad subject knowledge of core curriculum and foundation subjects.	Essential
Understanding of effective strategies for maintaining high standards of learning behaviour, behaviour and discipline within the classroom and wider school context.	Essential
A deep understanding of equality of opportunity issues and how they can be successfully addressed within a SEMH, PRU or AP context.	Essential
Knowledge and understanding of best practice as it relates to child protection and safeguarding.	Essential
SKILLS AND ABILITIES	
<p>To demonstrate the skills of high quality teaching, including ability to coach others to:</p> <ul style="list-style-type: none"> • Interest, encourage and engage pupils; • Provide appropriate levels of challenge, so that pupils make good progress; • Use methods and resources that enable all pupils to learn effectively; • Use assessment information effectively to plan next steps in children’s learning • Make effective use of time; • Secure high standards of behaviour; • Make effective use of teaching assistants and other support; • Enable pupils to acquire new knowledge and skills; • Enable pupils to develop the skills to work independently and collaboratively; 	Essential

<ul style="list-style-type: none"> • Enable pupils to develop self esteem and respect for others; • Create a well organised, stimulating learning environment in line with the school policies. 	
Evidence of leadership qualities including ability to lead, motivate and enthuse others.	Essential
Ability to provide a model of best practice within the classroom and other learning settings	Essential
Ability to take a leading role in the promotion of a school ethos that promotes high achievement.	Essential
Excellent communication skills, including with pupils, parents and carers, other staff and external agencies.	Essential
Evidence of the ability to lead high quality in-service training.	Essential
To be flexible, accessible and approachable.	Essential
Evidence of the ability to provide leadership to a team in planning and implementing the curriculum and raising achievement.	Essential
A commitment to furthering own professional development and to the principle of continuous improvement.	Essential
Confident and competent with a range of IT	Essential
Excellent attendance record	Essential