**Person Specification - Assistant Principal**

**Qualifications and Experience:**

* An honours graduate (or equivalent) with Qualified Teacher Status.
* Evidence of impact in improving student outcomes at subject or whole school level.
* Evidence of a commitment to further professional training.
* Evidence of whole school impact in a secondary school.
* Evidence of on-going professional development.
* Evidence of successful team leadership.
* Evidence of good organisational and management competence.
* Evidence of having led positive change.
* Experience of contributing to the continued professional learning of colleagues.
* Experience of engaging effectively with parents and carers in learning.
* Evidence of significantly improving achievement levels for young people.
* Evidence of having implemented and led whole school strategies.
* Experience of working with the wider learning community.

**Personal Qualities**

The successful candidate will have:

* A positive and optimistic approach to working with young people.
* A highly professional manner at all times.
* The ability to motivate, inspire confidence in students, consult and encourage.
* Excellent inter-personal and communication skills.
* The ability to set high expectations and challenge under-achievement whilst retaining a positive and encouraging working relationship.
* A good focus on standards in order to raise achievements.
* A calm and clear approach when problem solving.
* Ability to form and maintain appropriate relationships and personal boundaries with children in accordance with safeguarding practice.
* To be an effective team leader and team member, able to model positive behaviour.
* Emotional intelligence.
* Evidence of an understanding of the role of a highly effective school within its community.
* Excellent communication skills – staff, governors, students, parents and the community.
* Ability to be a good ambassador for the school in external meetings.
* A good sense of humour.
* Excellent punctuality and attendance.
* The potential for further promotion.

**Strategic Direction – Leadership and Management**

* To have the ability to identify future problems and suggest solutions.
* To be able to support the Principal and Executive Principal in developing a broad range of strategies for improvement.
* To have had experience of running a budget.
* To be able to prioritise, be efficient and meet deadlines.
* To be a clear and effective line manager.
* To have an understanding of the Performance Management system and its role in improving standards.

**Teaching**

* To be an Outstanding classroom practitioner and enjoy teaching.
* To have had experience of innovative curricular development.
* To understand and use target setting to improve standards.
* To show evidence of the ability to positively influence and develop the teaching of others.
* To understand the importance of self-evaluation in raising standards.

The Ruth Gorse Academy *is committed to safeguarding and promoting the wellbeing of all children and we expect our staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure Barring Service Check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.*