

Person Specification Assistant Principal

Qualifications and Experience:

- An honours graduate (or equivalent) with Qualified Teacher Status.
- Evidence of impact in improving students 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.

Bruntcliffe 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 (formally Criminal Records Bureau Disclosure). We promote diversity and aim to establish a workforce which reflects the population of Leeds.