



Newton Abbot College

Imagine what's possible ...

PERSON SPECIFICATION

Assistant Principal

Criteria		Essential	Desirable
Qualifications			
Honours degree or equivalent		✓	
Qualified Teacher Status (QTS)		✓	
Evidence of recent and relevant training at or toward senior leadership level			✓
Professional Experience and Knowledge			
Substantial experience of teaching		✓	
Successful strategic experience of leading and managing in a secondary school or other educational organisation		✓	
In depth knowledge and understanding of the wider educational agenda including current national policies and educational issues		✓	
Proven track record in leading and managing staff including building a successful team, delegating effectively and implementing and managing change		✓	
Experience of successfully raising standards		✓	
Personal Aptitudes, Qualities and Skills			
To have high expectations and the ability to promote and deliver the College's vision, ethos, priorities and targets		✓	
To be articulate and approachable with excellent interpersonal skills both orally and in writing		✓	

Criteria		Essential	Desirable
Experience of working with and presenting to Governors			✓
To have proven sound decision-making skills combined with the ability to lead, influence and manage change from inception to completion		✓	
To be astute and perceptive with strong analytical skills and the ability to use sound judgement in order to anticipate and resolve conflict		✓	
To be proactive, innovative and versatile with a high level of drive, energy and enthusiasm, resilience, reliability, integrity and a sense of humour		✓	
To be able to relate with empathy to parent/carers, staff, students governors/trustees and the wider community: dealing with issues that arise with fairness and in the best interest of the College and its students		✓	
Leading Teaching and Learning			
An excellent classroom teacher practitioner with the ability to monitor and evaluate performance of others continuously in order to improve the quality of teaching and learning		✓	
Experience of successful positive behaviour management and development of a student focused, inclusive and effective learning environment so that behaviour and attendance remain outstanding		✓	
Experience of successful curriculum development along with an understanding of the issues associated with choice and flexibility tailored to meet individual needs			✓
Evidence of using data, benchmarks and feedback to monitor and judge progress		✓	
Recognition and promotion of the role parents, carers and families play in helping children and young people succeed and thrive		✓	
Leading and Managing the Organisation			
Experience of and commitment to working with the Governing Body			✓
Proven record of providing vision, a sense of purpose and high aspirations		✓	

Criteria		Essential	Desirable
To be a high profile role model with a professional approach that demands accessibility, excellence, confidence, trust and respect of the entire College and wider community		✓	
Evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution			✓
Understanding of effective strategic financial and resource management to achieve educational priorities and to ensure efficiency and value for money		✓	
Evidence of successful coaching and mentoring of staff		✓	
Evidence of the skills to harness the potential of ICT for the benefit of the College around the delivery of the curriculum and College support systems		✓	
A demonstrable understanding of the processes of safeguarding and safer recruitment and safeguarding procedures		✓	
Committed to sustain a safe, secure and healthy College environment		✓	
Accountability			
Proven experience of successful evaluation and accountability and school improvement processes		✓	
Experience of successfully securing and raising standards in an inclusive school and working with external agencies locally, nationally and/ or internationally			✓
Specific Requirements			
To demonstrate the suitability to work with children		✓	
A commitment to and evidence of promoting diversity and equal opportunities within a school, curriculum and in employment practice		✓	
To demonstrate the importance of a work life balance		✓	

Newton Abbot College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.