**Assistant Principal**

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications and Experience** |
| DfE recognised teaching qualification (QTS) | **X** |  |
| Substantial, recent and successful experience of teaching in Primary | **X** |  |
| Experience of teaching across key stages and in other academies and other educational establishments |  | **X** |
| Understanding of the issues presented in a multi-cultural academy | **X** |  |
| Recent responsibilities in leadership and management | **X** |  |
| A range of leadership experiences e.g. year team, phase, curriculum | **X** |  |
| Involvement in academy development and improvement planning | **X** |  |
| Experience of observing lessons and feeding back to teachers and/ or support staff | **X** |  |
| Use of tracking and data analysis | **X** |  |
| Leading staff training and development activities | **X** |  |
| Involvement in the appointment, induction and appraisal of staff |  | **X** |
| Working with parents and families to secure good outcomes for pupils | **X** |  |
| Teaching experience in Year 6 |  | **X** |
| **Professional Knowledge and Skills**  |  |  |
| Commitment to and ability to support the academy community | **X** |  |
| Commitment to the highest quality of achievement, teaching and learning, behaviour and safety and leadership and management | **X** |  |
| Excellent knowledge and understanding of teaching and learning | **X** |  |
| Knowledge and understanding of children’s social, emotional, intellectual and physical development and a clear understanding of pupils’ additional needs | **X** |  |
| Evidence of the ability to plan, teach and assess in order to promote good/accelerated pupil progress, appropriate to different pupils’ needs | **X** |  |
| Able to read and use data and to use a range of sources of evidence to make judgements and identify next steps  | **X** |  |
| Excellent knowledge and understanding of a range of behaviour management strategies | **X** |  |
| Thorough knowledge of the primary academy curriculum and recent developments in education | **X** |  |
| Evidence of the ability to work alongside colleagues to motivate and move them on in their practice | **X** |  |
| Excellent ICT skills | **X** |  |
| **Personal Qualities**  |
| Drive, energy, enthusiasm and ambition for the academy | **X** |  |
| Ability to inspire and motivate others, treating them with respect at all times | **X** |  |
| Ability to work in a team with leadership colleagues, parents, staff and governors | **X** |  |
| Ability to work well under pressure, with a calm approach | **X** |  |
| Ability to adapt to changing circumstances and new ideas | **X** |  |
| Ability to prioritise, organise and delegate effectively, keeping to deadlines | **X** |  |
| Excellent communication skills | **X** |  |

*Ryecroft 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 and Barring Service (DBS) check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.*