

Person specification – Assistant Principal

Sir Harry Smith Community College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

CRITERIA	QUALITIES
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Professional development in preparation for a leadership role
Experience	<ul style="list-style-type: none"> • Leadership and management experience in a school • Evidence of successful classroom practice • Involvement in school self-evaluation and development planning • Line management experience • Demonstrable experience of successful line management and staff development • Leading an aspect of CPD within or outside of school
Skills and Knowledge	<ul style="list-style-type: none"> • Ability to create a safe, supportive and stimulating learning environment for all students • Understanding of high-quality teaching and the ability to model this for others and support others to improve • Understanding of school finances • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships
Abilities, Skills and Personal Qualities	<ul style="list-style-type: none"> • Ability to communicate sensitively and effectively, both written and orally, with a wide range of professional and non-professional people both within and outside the school • Ability to build effective working relationships • Ability to effectively chair meetings and manage conflict to a satisfactory conclusion • Ability to work with a team, motivate the team and to share common department/College visions • A Commitment to staff development and training • Ability to encourage students to develop self-esteem and tolerance • A commitment to getting the best outcomes for all students and promoting the ethos and values of the College • Ability to work under pressure and prioritise effectively • Enthusiasm, integrity and a positive outlook • Ability to promote confidence in staff, students and parents • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.