

Person Specification - Assistant Principal

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • QTS. • Evidence of continuous professional development. • Evidence of further training in leadership and management. 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to protection and safeguarding of children. • Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community. • Understanding and commitment to promoting and safeguarding the welfare of all pupils. 	<ul style="list-style-type: none"> • Experience of varied behaviour policies and strategies. • Some experience and/or understanding of the provision of nurture support. • An advocate for the mental health of staff, children and families.
Experience	<ul style="list-style-type: none"> • At least 5 years successful classroom experience within the primary age range. • Proven record of exemplary teaching which has ensured good progress and achievement for pupils across the full age range. • Experience of monitoring and evaluating curriculum delivery. • Additional Teaching and Learning Responsibilities eg. Key Stage Leadership. • Experience of leading an initiative or core area across the primary phase. 	<ul style="list-style-type: none"> • Experience of teaching across key stages. • Existing Assistant Headteacher • Worked in a minimum of 2 schools.
Strategic Leadership	<ul style="list-style-type: none"> • Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these. • Ability to articulate and share the vision of Westwood Primary School. • Evidence of successful strategies for planning, implementing, monitoring and evaluating school 	<ul style="list-style-type: none"> • Experience of undertaking effective performance management. • An understanding of financial and resource management. • Experience of managing under performance.

	<p>improvement.</p> <ul style="list-style-type: none"> ● Ability to delegate where appropriate and to support others in undertaking responsibilities. ● Commitment to equal opportunities. 	
Teaching and Learning	<ul style="list-style-type: none"> ● Clear understanding of what good quality teaching and learning looks like and strategies to develop this. ● Secure understanding of the requirements of the national curriculum. ● Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils. ● Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning. ● Experience of effective monitoring of teaching and learning. ● Clear understanding of the characteristics of successful behaviour management. 	<ul style="list-style-type: none"> ● Experience in identifying and supporting vulnerable groups effectively.
Knowledge and Skills	<ul style="list-style-type: none"> ● Ability to communicate effectively, orally and in writing to a range of audiences; eg. staff, children, parents. Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils. ● Excellent personal organisational skills. ● Ability to prioritise workload and work to specific deadlines. 	
Personal Attributes	<ul style="list-style-type: none"> ● High expectations for all pupils. ● Ability to inspire, challenge, motivate and empower others. ● Belief in and ability to foster a fair, open and supportive culture. ● A 'can do attitude' and an ability to solve issues as and when they arise. ● Self-motivation and a commitment to continued professional development. 	<ul style="list-style-type: none"> ● Experience of working with other stakeholders and/or members of the community .g Friends/TA association.