PERSON SPECIFICATION

Assistant Principal

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	• Qualified Teacher Status • Right to work in the UK. • Qualified to degree level. • Evidence of recent, relevant professional development.	• Evidence of higher level study/qualifications in SEND such as NPQML / SL/ SENDCo award	A, I
Work experience and desired vocational training	We will look for evidence of your experience regarding: • Successful middle/senior leadership and management experience. • Significant experience and knowledge of working with pupils with special education needs. • Managing change successfully. • Development and implementation of an area of school improvement. • Line management and staff development. • Building effective relationships with governors and parents/carers. • Experience of successful multi-agency working with educational, health and social care teams.	• Breadth of SEND experience from mainstream → special school • Experience of working in more than one school • Understanding and knowledge of school/budget financial management.	A, I, P
Special(ist) knowledge	We will look for evidence of your skills and knowledge regarding your: • Ability to motivate and inspire others accompanied with strong interpersonal skills and emotional resilience. • Understanding of what high-quality teaching and learning looks like, and the ability to support improvements in teaching and learning.	• TEAM TEACH Training • Understanding of a communication and sensory curriculum approach	A, I, P

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	• The ability to communicate effectively both verbally and in writing with a wide range of audiences. • Ability to build effective working relationships. • Knowledge of Safeguarding legislation / practice and the SEND Code of Practice. • Ability to self-manage your own workload and able to support staff so they can achieve an appropriate work-life balance. • Well established information technology skills.		
Job related personal skills	• Enjoy teaching and leading, engaging with learners and having an active interest and involvement with their learning. • A commitment to getting the best outcomes for all learners. • Have strong interpersonal skills and emotional resilience**,** able to work under pressure, and prioritise tasks effectively. • Have integrity and a professional manner. • Hard working, caring, fair minded and with a sense of humour. • Have a flexible and solution orientated approach to problem solving.		A, I, R

Method of Assessment: (A) application form (P) presentation (I) interview (R) references