**Highams Park School – Person Specification**

**Associate Deputy Principal Post**

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| **Qualifications and Experience** |
| 1. Good degree in the relevant subject or subjects |
| 2. Qualified Teacher Status + right to work in the UK |
| 3. Experience of teaching their subject to GCSE level and the ability to teach to A level (where  relevant) |
| 4. Experience as a tutor and/or in pastoral work |
| 5. Experience of working as a Senior Leader within a secondary school setting |
| 6. Experience of supporting ECTs through the new Early Careers Teacher Framework |
| 7. A clear philosophy on Teaching and Learning, with knowledge of up-to-date research on effective pedagogy |
| 8. An understanding of the different types of CPD, and how CPD needs to be adapted according to the level of experience, subject taught, and role within the school. |
| 9. An understanding of the link between marking and feedback and student progress |
| **Skills and Attributes in Teaching and Learning** |
| 10. Clear understanding of what constitutes good and outstanding lessons |
| 11. Ability to produce high quality experiences and outcomes for students |
| 12. Ability to develop differentiated lessons in order to support different groups of learners e.g. SEND, EAL, UPA’s |
| 13. Collaborative teaching methods and ability to work with colleagues in the preparation,  assessment and monitoring of work |
| 14. Practical understanding of National Curriculum requirements (where relevant) in terms  of content, classroom practice, differentiation, assessment and reporting to parents |
| 15. Ability to use data effectively to evaluate student progress and achievement |
| 16. Demonstrable experience of improving student outcomes in the last three years at Key Stage 4 or Key Stage 5 |
| **Professional Skills and Attributes** |
| 17. Ability to organise and prioritise workload and work on own initiative |
| 18. Ability to work constructively as part of a team, understanding School roles and  responsibilities and the post holder’s position within these |
| 19. Ability to communicate well in writing and face-to-face to all stakeholders |
| 20. Strong administrative and organisational skills |
| 21. Ability to identify own training and development needs and to take responsibility for  addressing these |
| **Personal Qualities** |
| 22. Respect for all members of the school community |
| 23. Responsibility and attention to detail |
| 24. Resilience in the face of challenge |
| 25. A strong, flexible and proactive work ethic |
| 26. Honesty and trustworthiness |
| 27. Sense of humour and a sense of fun |
| **Commitment to** |
| 28. Safeguarding and promoting the welfare of young people |
| 29. Equal opportunities for all in a comprehensive environment |
| 30. Extra-curricular activities to enhance the student experience |