# Principal - Person SpecificationBishop Lonsdale Church of England Academy

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| **KNOWLEDGE/QUALIFICATIONS**  |
| Graduate with Qualified Teacher Status | A/C |
| Up to date knowledge in subject, national policy, pedagogy, classroom management strategies, research/inspection findingsand statutory requirements | A/I |
| Comprehensive knowledge of performance management requirements in an educational context | A/I |
| **EXPERIENCE** |
| Experience of senior management at assistant or vice principal level | A/I/R |
| An excellent classroom practitioner with the highest expectations for the welfare and progress of all students | A/I/R |
| Have a thorough understanding of curriculum development. | A/I/R |
| Experience of monitoring and improving the quality of teaching, learning and assessment. | A/I/R |
| Proven experience of developing good working relationships with all partners; internal and external. | A/I/R |
| Proven experience in the analysis of performance data for the purposes of target setting and evaluation. | A/I/R |
| Have experience of strategic planning. | A/I/R |
| Have a proven commitment to excellent and respectful behaviour from the whole academy community. | A/I/R |
|  **SKILLS** |
| Demonstrable ability to work effectively in a wide range of partnerships to achieve academy improvements. | A/I/R |
| Proven ability to lead and manage significant whole academy initiatives | A/I/R |
| Excellent management, motivational and communication skills | A/I/R |
| Lead, manage and co-ordinate staff through an effective team-based approach | A/I |
| Ability to understand complex organisations and work with clearly defined line management and supervision structures. | A/I/R |
| Ability to monitor and evaluate the work of others; to offer support and intervention where necessary. | A/I/R |
|  **BEHAVIOUR AND OTHER RELATED CHARACTERISTICS** |
| Commitment to raising standards and achieving the highest standards of achievement for children and young people | A/I |
| Ability to work on own initiative and be pro active | A/I/R |
| Work in ways that promote equality of opportunity, participation, diversity and responsibility | A/I |
| A commitment to abide by and promote Equal Opportunities  | A/I |
| A commitment to ensure to all aspects of Health and Safety are compliant and are under constant review | A/I |
| A commitment to safeguarding and promoting the welfare of children and young people | A/I |
| A commitment to the vision and values St Chad’s Academies Trust  | A/I |
| The post holder will require an Enhanced DBS | C |

**Key: Method of Assessment**

A - Application

I R - Interview and Reference

C - Certificate