

# The Lowry Academy Vacancy



Aspiration | Respect | Confidence | Creativity | Resilience

## Person Specification: Assistant Principal – Attendance & Pupil Premium

For evidence, A = Application, I = Interview, R = Reference

	Essential	Desirable	How it will be assessed
<b>Qualifications</b>			
Qualified Teacher Status	x		A
Relevant degree	x		
Evidence of continuous professional development	x		
NPQH or equivalent CPD		x	
<b>Experience</b>			
Successful leadership and management of change	x		
Use of data to improve learning and promote achievement	x		
Leading on curriculum initiatives to raise standards	x		
Experience of building and sustaining effective relationships with parents, carers and other schools to enhance the behaviour and education of all students.	x		
Successful pastoral leadership/management experience at senior leadership level.	x		
Proven record of tracking and monitoring student progress and implementing effective intervention strategies	x		
Make consistent judgements based on careful analysis of available evidence	x		
Preparing for school inspections	x		
Experience of working with external providers to enhance curriculum delivery and pastoral care for students	x		
<b>Qualities, skills, knowledge, and abilities</b>			
Knowledge of pastoral support, provision and strategies to address more challenging behaviour, including reducing the number of exclusions and enabling students to self-manage their own behaviour more effectively.	x		A, I, R
Knowledge of effective strategies for quality assuring behaviour and attitudes.	x		
Current curriculum development initiatives nationally	x		
Able to recognise and respond to the needs of students with learning needs	x		
Interpretation of data, tracking student's achievements and intervention strategies to secure progress	x		
Behaviour management strategies	x		
Proven ability of making sound lesson judgement	x		



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Part of United Learning

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Excellent planning, prioritising and organisational skills and the ability to complete administrative tasks accurately and efficiently	x		
Knowledge of good practice in monitoring and maintaining high levels of attendance and of the legal requirements for attendance.	x		
Up-to-date knowledge of 'Keeping Children Safe In Education and the ability to consistently apply this in practice to school safeguarding systems and practices.	x		A, I, R
The ability to hold others to account and manage difficult conversations.	x		
An understanding of inclusion, equalities and diversity and the ability to implement these effectively within the role.	x		
Knowledge and awareness of national and regional education	x		
The ability to communicate clearly and effectively in writing and verbally to a variety of audiences.	x		
Knowledge of a wide range of strategies to increase parental engagement and develop positive relationships with parents.	x		
Current knowledge of curriculum and assessment, the development of literacy across the curriculum and changes to the code of practice	x		
Knowledge and understanding of child protection matters and primary context and Government initiatives to raise achievement	x		
An understanding of how to harness student voice to develop students personally and to move the school forward.	x		
Knowledge of innovative ways of engaging with the local and wider communities.	x		
<b>Leadership</b>			
Clear vision of standards	x		A, I, R
Leadership and management e.g. strategic planning, school development planning, monitoring and evaluation, data analysis and target setting, policy development and implementation	x		
Building good relationship	x		
Successfully leading a team to improve standards	x		
<b>Special Requirements</b>			
Successful candidate will be subject to an Enhanced Disclosure and Barring Service Check	x		A
Evidence of a commitment to promoting the welfare and safeguarding of		x	
Right to work in the UK	x		

