|  |  |
| --- | --- |
|  |  |

|  |
| --- |
| **Assistant Principal – Behaviour and Safety - Personal Specification** |

|  |
| --- |
| **You should be able to demonstrate that you meet the following criteria:** |

|  |  |  |
| --- | --- | --- |
| **E = Essential**  **D = Desirable** |  | **Measured by:**   1. **Application Form B. Test / Exercise** 2. **Interview D. References** |

|  |  |  |
| --- | --- | --- |
|  | **Qualifications** |  |
| **E**  **E** | * Good degree in relevant subject * PGCE or equivalent * QTS – the post is not suitable for NQT candidates | **A**  **A** |

|  |  |  |
| --- | --- | --- |
|  | **Experience/Knowledge** |  |
| **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | * Recent successful experience as a middle/ senior leader * Experience in raising the attainment/improving the behaviour of groups of students * Experience of co-ordinating internal and external alternative provision to support students in better behaviour * Recent successful experience of supporting students overcome a range of personal barriers to achieve academic success * Experience in developing bespoke personalised intervention to overcome barriers to learning * Experience of leading other colleagues * Successful contributions to team work * Teach to a high standard across all key stages, using professional links to the industry as applicable * Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application * Knowledge, understanding and commitment to safeguarding and promoting the welfare of students | **A**  **A C**  **A C**  **A C**  **A C**  **A B D**  **A B**  **A D**  **A C**  **A B**  **A C**  **A C**  **A C D** |

|  |  |  |
| --- | --- | --- |
|  | **Skills, Attributes and Abilities** |  |
| **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | * Good all round ICT skills * Be able to reach a consistently good standard of teaching * Be resilient, reliable, in good health, and possess a sense of humour * Ability to use progress data of students to benchmark, track and raise attainment of students for whom responsible * Good working knowledge of assessment for learning approaches and their classroom application * Possess strong interpersonal skills and be able to work effectively as part of a team * To promote equality, diversity and inclusion and demonstrate this within the role. * To be jointly responsible for promoting and safeguarding the welfare of students * Ability to form and maintain appropriate relationships and personal boundaries with students | **A**  **D**  **D**  **C**  **C**  **C D**  **A C**  **A C**  **A C** |

|  |  |  |
| --- | --- | --- |
|  | **General** |  |
| **E**  **E**  **E**  **E**  **E**  **E**  **E** | * Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability * Committed to raising standards of achievement through high quality classroom practice * Committed to the principles of the Academy programme * Possess personal integrity, warmth and a willingness to grow and learn * Commitment to the education of the ‘whole child,’ i.e. social, emotional and citizenship development * Enhanced CRB Disclosure | **A C**  **C**  **A C**  **A C**  **C**  **C**  **C** |