

**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:**

**A. Application Form**  
**C. Interview**

**B. Test / Exercise**  
**D. References**

**Qualifications**

<b>E</b>	• Good degree in relevant subject	<b>A</b>
<b>E</b>	• PGCE or equivalent	<b>A</b>
	• QTS – the post is not suitable for NQT candidates	

**Experience/Knowledge**

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

**Skills, Attributes and Abilities**

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

**General**

<b>E</b>	• Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability	<b>A C</b>
<b>E</b>	• Committed to raising standards of achievement through high quality classroom practice	<b>C</b>
<b>E</b>	• Committed to the principles of the Academy programme	<b>A C</b>
<b>E</b>	• Possess personal integrity, warmth and a willingness to grow and learn	<b>A C</b>
<b>E</b>	• Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development	<b>C</b>
<b>E</b>	• Enhanced DBS Disclosure	<b>C</b>

