

Person Specification – Assistant Principal Shireland Biomedical UTC

Category	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree • Willingness to undertake all relevant training. 	<ul style="list-style-type: none"> • Relevant CPD
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Significant impact as a middle leader • High quality culture, curriculum or assessment development 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working in a high-performing school • Whole-school leadership
Training	<ul style="list-style-type: none"> • Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities. 	<ul style="list-style-type: none"> •
Knowledge & Skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Excellent subject, curriculum and assessment knowledge • Accurate analysis, interpretation and understanding of data • Behaviour management to ensure a disciplined and joyful culture • Commitment to safeguarding • Leadership in large group settings • Communicate with clarity • Ability to lead by example • Hold others to account • Support colleagues to bring out the best in them • Ability to prioritise and manage workload efficiently 	<ul style="list-style-type: none"> • Strong line management / coaching of teachers • Simplify complex issues and develop innovative solutions

	<ul style="list-style-type: none"> • Good judgement • Build effective relationships with families 	
Circumstances	<ul style="list-style-type: none"> • Able to travel to schools within the Trust 	
Disposition & Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills; presence • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail and clarity • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding children and young people. 	
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list. • In accordance with Keeping Children Safe in Education an online search will be carried out on all shortlisted applicants. 	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.