

Person Specification
Senior Assistant Principal – Behaviour and Culture

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		
E	• First degree or equivalent – QTS	A
E	• Recent relevant training	A
D	• Recent child protection/safeguarding and training	A
D	• Completion or working towards further Professional Qualifications	A

Knowledge & Skills & Abilities		
E	• At least 3 years' experience of significant led, planned, managed and evaluated behavioural change, which has had a significant impact at whole school level	A C
E	• Understanding of key methodologies which are effective in raising standards in schools/academies	C
E	• Able to lead, motivate and develop people of all ages to work individually and in teams towards a common goal	C
E	• Able to make decisions, identify and solve problems based on thorough analysis and sound judgement	B
E	• Able to analyse and use data to establish benchmarks and set challenging targets for improvement	B
E	• Excellent interpersonal, written and oral communication skills	B/C
E	• Strong interpersonal skills and ability to work well under pressure, delegate, plan and manage time effectively	C/D
E	• Personal resilience and the ability to maintain staff morale at times of pressure and change	C/D
E	• Able to plan strategically for the future	B
E	• The ability to think 'outside the box' in order to stimulate innovation and to secure the future success of the Academy	B/C
E	• Ability to create positive relationships and 'defuse' situations	A/C
E	• Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A/B/C
E	• Understanding of Alternative Provision routes and how to ensure successful reintegration routes.	A/C
D	• Knowledge of current national policies in relation to inclusion and child protection	C
D	• Sound knowledge of appropriate strategies that underpin the further raising of pupil attendance	B
D	• Understanding the potential of ICT to enhance learning and teaching	C

Experience		
E	• Successful experience as an assistant principal or outstanding head of department or pastoral leader in a secondary setting and / or leadership and management in a local authority	A
E	• Leading whole-school or LA training events	A
E	• Successful involvement in self-evaluation processes and data analysis as an aid in personal and institutional improvement, development and change	D
E	• Successful implementation of initiatives for raising attainment	D
E	• Successful working relationships with students, staff, parents/carers, Governors and the wider community	D

E	• Proven track record as a highly skilled classroom pastoral practitioner	A/D
E	• Successful implementation of strategies to improve behaviour	C/D
E	• In-depth knowledge and understanding of national educational development and priorities to include 11-16 curriculum, assessment and reporting	A/C/D
D	• Good financial management skills	B
D	• Successful experience in leading and managing change and innovation in seeking high performance	A/D

Continuous Professional Development

E	• Evidence of commitment to personal CPD	A
E	• Ability to lead the development of others	A

Leadership and Management

E	• The ability to develop, deliver and evaluate LWA's strategy for improving behaviour and culture	B
E	• Ability to articulate, communicate and uphold the vision and embody the values that make the Leeds West Academy with a commitment to Professional Excellence	C
E	• Enabling the highest levels of student achievement through translating vision and ethos into practice	B/C
E	• Continue to take the Academy through a process of development and ongoing improvement	C
E	• Commitment to leadership by example	C
E	• Personal leadership skills in networking with a range of other providers in other sectors and institutions	C/D
D	• Proven practice in selecting, leading, motivating and supporting staff to achieve high standards for all	B/C

General

E	• An inspirational strategic leader, passionate about teaching and learning	B
E	• Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability	A/C
E	• Committed to raising standards of achievement through creative practice and applications of the arts specialisms	C
E	• Committed to the principles of the Academy programme	C
E	• Possess personal integrity, warmth and a willingness to grow and learn	C

Personal Qualities

E	• An inclusive approach to education and a passion for making a difference	A/C/D
E	• Excellent communicator	A/C/D
E	• Effective team leader/member	A/C/D
E	• Drive and determination	A/C/D
E	• Ambition	A/C/D
E	• Energy, enthusiasm, sense of humour	A/C/D
E	• The ability to forge effective working relationships	A/C/D

White Rose Academies Trust is committed to safeguarding the welfare of our students. Enhanced Disclosure and Barring Service Checks will be carried out on all successful applicants.