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| **Person Specification** | **APPL (Academic and Pupil Pastoral Lead)** |
| **Essential**  | **Desirable** |
| **Qualifications** | QTS (or working towards) | Certificates/courses in pupil welfare related issues |
| **Knowledge** | How pupils make academic progressUnderstanding of the Pupil Progress PolicyUnderstanding of special educational needs in this settingKCSIE | Young people’s personal developmentLatest educational thinking and publicationsStatutory responsibilities around attendance, safeguarding and SEND  |
| **Skills** | IT literateConflict ManagementTeam work and collaboration | Influence |
| **Experience** |  | MentorWorking with outside agencies |
| **Personal Qualities**  | **Emotional self-awareness**Accurate self-assessment |  |
|  | Self-confidence |  |
|  | Emotional self-control |  |
|  | Transparency |  |
|  |  |  |
|  | **Adaptability** |  |
|  | Achievement orientation |  |
|  | Initiative |  |
|  | Optimism**Empathy**Organisational awarenessService orientationDeveloping othersInspirational leadership |  |
| **Reporting to** | **TBA** |
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