

## Fortis Trust – Person Specification

**POST TITLE: Assistant-Principal: Teaching, Learning & Curriculum**

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications, Training &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS) and relevant degree or equivalent qualification</li> <li>• Experience in a leadership role with responsibility for SEND and/or curriculum</li> <li>• Experience of curriculum planning, assessment, and quality assurance</li> <li>• Experience of managing staff and resources</li> <li>• Proven record of raising academic standards and improving outcomes</li> <li>• Experience of working with external agencies and stakeholders</li> <li>• Experience of supporting students with additional needs, including LAC and SEND</li> </ul>	<ul style="list-style-type: none"> <li>• SENDCO qualification (or willingness to work towards)</li> <li>• Leadership qualifications or equivalent</li> <li>• Postgraduate qualification in education or leadership</li> <li>• Experience of leading safeguarding and child protection</li> <li>• Experience of working in a special school or inclusive setting</li> <li>• Experience of leading on student transition and work experience</li> </ul>
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> <li>• Knowledge of SEND policy, provision, and statutory requirements</li> <li>• Understanding of curriculum design, assessment, and quality assurance</li> <li>• Knowledge of current educational developments and statutory requirements</li> <li>• Understanding of safeguarding and child protection</li> <li>• Knowledge of equality, diversity, and inclusion in education</li> <li>• Ability to lead, support, and develop staff teams</li> <li>• Excellent communication, organisational, and interpersonal skills</li> <li>• Ability to analyse and interpret data to inform decision-making</li> <li>• Ability to build positive relationships with students, staff, parents, and external partners</li> <li>• High level of organisational and time management skills</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Initial Teacher Training (ITT) and Early Career Teacher (ECT) development</li> <li>• Ability to deliver staff training and development</li> </ul>
<b>Work-related Personal Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to the values and ethos of Fortis Trust</li> <li>• High expectations of self and others</li> <li>• Resilience, adaptability, and a solution-focused approach</li> <li>• Integrity, professionalism, and a commitment to continuous improvement</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undertake further training and development as required.</li> </ul>	