

Fortis Trust – Person Specification

POST TITLE: **Assistant-Principal: Behaviour & Culture**

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications, Training & Experience	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) and relevant degree or equivalent qualification • Substantial experience in a leadership or pastoral role • Experience of managing staff and resources • Proven record of raising academic standards and improving outcomes • Experience of working with external agencies and stakeholders • Experience of supporting students with additional needs, including LAC and SEND 	<ul style="list-style-type: none"> • Leadership qualifications or equivalent • Postgraduate qualification in education or leadership • Experience of leading safeguarding and child protection • Experience of working in a special school or inclusive setting • Experience of leading on attendance, behaviour or pastoral support.
Competence Summary (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> • Understanding of behaviour management and pastoral systems • Knowledge of current educational developments and statutory requirements • Understanding of equality, diversity, and inclusion in education • Understanding of safeguarding and child protection • Ability to lead, support, and develop staff teams • Excellent communication, organisational, and interpersonal skills • Ability to analyse and interpret data to inform decision-making • Ability to build positive relationships with students, staff, parents, and external partners • High level of organisational and time management skills 	<ul style="list-style-type: none"> • Understanding of SEND and the needs of vulnerable learners • Knowledge of Pupil Premium and its impact • Ability to deliver staff training and development • In-depth knowledge of safeguarding, child protection, and inclusion
Work-related Personal Requirements	<ul style="list-style-type: none"> • Commitment to the values and ethos of Fortis Trust • High expectations of self and others • Resilience, adaptability, and a solution-focused approach • Integrity, professionalism, and a commitment to continuous improvement 	
Other Requirements	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Willingness to undertake further training and development as required. 	