



## Personal Specification Vice Principal – Behaviour Systems and Culture

### Qualifications

#### Essential

- Qualified Teacher Status (QTS).
- Degree or equivalent.
- Evidence of sustained professional development in leadership, behaviour or inclusion.

#### Desirable

- Further leadership qualification (e.g. NPQSL/NPQH).
- Safeguarding or inclusion-related qualifications.

### Leadership Experience

#### Essential

- Successful senior leadership experience with responsibility for whole-school behaviour, culture and/or attendance.
- Proven track record of securing consistent, calm and orderly learning environments.
- Experience of leading and line managing pastoral and middle/senior leaders.
- Experience of making high-level decisions in complex or high-risk situations.

#### Desirable

- Experience of Behaviour Hub work, system leadership or partnership support beyond own school.
- Experience of managing grants, compliance and formal reporting.

### Behaviour Systems, Culture and Inclusion

#### Essential

- Deep understanding of effective, inclusive behaviour systems and routines.
- Experience of designing, implementing and quality-assuring whole-school behaviour processes.
- Strong knowledge of statutory guidance relating to behaviour, suspensions, alternative provision and safeguarding.
- Ability to secure high expectations while supporting vulnerable learners.

### Data, Impact and Evaluation

#### Essential

- Strong data literacy, including the use of behaviour and attendance data to inform strategy.
- Experience of working with data teams to develop dashboards and KPIs.
- Ability to evaluate impact, identify trends and drive improvement.

**Principal:** Mr Leon Lima

Glenmoor & Winton Academies is part of United Learning. United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity). Companies limited by guarantee. VAT number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB.

Glenmoor & Winton Academies  
Beswick Avenue  
Bournemouth  
Dorset  
BH10 4EX  
t: 01202 527 818  
e: [info@glenmoorandwinton.org.uk](mailto:info@glenmoorandwinton.org.uk)

w: [glenmoorandwinton.org.uk](http://glenmoorandwinton.org.uk)





## Behaviour for Learning

### Essential

- Clear understanding of the link between behaviour, routines and high-quality teaching.
- Experience of working with Quality of Education teams to support Behaviour for Learning.
- Ability to support staff in embedding consistent classroom expectations and routines.

## Communication and Partnership

### Essential

- Excellent communication skills with staff, students, parents, governors and external partners.
- Experience of partnership working, support, review and evaluation.
- Ability to represent the academy professionally in external and system-leadership contexts.

## Personal Attributes

### Essential

- Visible, calm and authoritative leadership presence.
- Strong moral purpose and commitment to safeguarding and inclusion.
- Resilient, reflective and positively solution-focused.
- High levels of integrity, professionalism and accountability.
- Commitment to continuous improvement and modelling high expectations.

## Safeguarding

### Essential

- Clear understanding of safeguarding responsibilities at senior leadership level.
- Commitment to promoting the welfare and safety of children and young people.
- Willingness to undertake enhanced DBS and all required safeguarding checks.

**Principal:** Mr Leon Lima

Glenmoor & Winton Academies is part of United Learning. United Learning comprises: UCST (Registered in England No: 2780748. Charity No. 1016538) and ULT (Registered in England No. 4439859. An Exempt Charity). Companies limited by guarantee. VAT number 834 8515 12. Registered address: United Learning, Worldwide House, Thorpe Wood, Peterborough, PE3 6SB.

Glenmoor & Winton Academies  
Beswick Avenue  
Bournemouth  
Dorset  
BH10 4EX  
t: 01202 527 818  
e: [info@glenmoorandwinton.org.uk](mailto:info@glenmoorandwinton.org.uk)

w: [glenmoorandwinton.org.uk](http://glenmoorandwinton.org.uk)

