

Person Specification

Vice Principal – Behaviour & Inclusion

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	<ul style="list-style-type: none"> • Degree or equivalent • Teaching qualification • Qualified Teacher Status 	<ul style="list-style-type: none"> • NPQ or equivalent leadership qualification. 	Application Qualifications
Leadership and Experience	<ul style="list-style-type: none"> • Successful senior leadership experience in an AP, special or high-need mainstream setting. • Proven impact on behaviour, attendance, inclusion and SEMH outcomes. • Experience leading complex, multi-layered provision for vulnerable pupils. 	<ul style="list-style-type: none"> • Experience within system-led inclusion models. • Experience of multi-agency work and external commissioning. • Experience building provision from design through to implementation and evaluation. 	Application References Interview
Behaviour and Inclusion Expertise	<ul style="list-style-type: none"> • Deep understanding of SEMH, SEND and contextual safeguarding. • Experience designing or leading induction, diagnostic, intervention or pathway models. • Strong knowledge of graduated response and inclusive curriculum design. 		Application References Interview
Skills and Knowledge	<ul style="list-style-type: none"> • Ability to use data and diagnostics to drive strategic and operational decision making. • Highly effective relational leadership: calm, authoritative, empathetic and consistent. • Secure understanding of current Ofsted expectations relating to behaviour, attendance, inclusion and safeguarding. • The post holder will be required to work across a number of centres within the Solihull Academy structure, therefore ability to drive is a requirement in this post. 		Application References Interview

Professional Qualities	<ul style="list-style-type: none"> • Unwavering high expectations for all pupils. • Resilient, reflective and solution-focused. • Able to lead change sensitively and lead staff with clarity and confidence. • Ability to make positive relationships with both staff and pupils 		Application Interview Reference
Other Requirements	<ul style="list-style-type: none"> • Commitment to inclusion • To undergo an enhanced DBS check 		Application Interview