

PERSON SPECIFICATION

Vice Principal

Category	Essential	Desirable	Evidence From
Education and Training			
Qualified Teacher status	✓		Application Form and Certificates
Evidence of relevant Leadership Training / CPD / Professional Qualifications	✓		
Additional Degree (Specialism or other)		✓	
Additional educational / leadership learning (e.g. NPQML/SL/H)		✓	
Experience			
Significant successful teaching experience as a high quality classroom practitioner for students with additional needs: within a specialist SEMH / ASD setting	✓		Application Form and Certificates
	✓		
Experience of leading initiatives / taking responsibility across a school / academy, with positive impact	✓		
Involvement in leading and / or supporting effective CPD at a whole school level	✓		
Experience holding and reporting upon areas of accountability to a variety of audiences, including Governance, demonstrating positive impact	✓		
Experience of line management including mentoring, coaching, support and holding to account	✓		
Proven skills in Curriculum Development toward achieving successful outcomes	✓		
Proven leadership experience in the improvement of attainment: Quality of Education, Behaviour & Attitudes and / or Personal Development	✓		
Proven experience in partnership development, working positively with a variety of stakeholders in the support of Wellbeing and Inclusion	✓		

Category	Essential	Desirable	Evidence From
Knowledge and Skills			
Strong understanding of child development and progress	✓		Application Form and Certificates
Knowledge and understanding of current educational developments and legislation, including curriculum best practice and SEND	✓		
Strong understanding and excellence in assessment, recording and reporting	✓		
Experience-based knowledge and skills in best pedagogical practise working for students with ASD/SEND/SEMH (PACE/UPR/SPELL...etc.)	✓		
Exceptional empathy and ability to connect with young people	✓		
Strong desire to support all pupils to become the very best they can be	✓		
Ability to work independently or as part of a team, with an energising and positive approach towards a common goal	✓		
Excellent organisational and time management skills, including prioritising	✓		
Ability to maintain resilience, consistency, understanding and positive thinking when working with the students.	✓		
IT literate, including Word and Excel	✓		
Driving License – full, clean	✓		

Education and Training			
Ability to be clear and inspirational in your leadership and your presentation to others, building trusting and trusted relationships across the school	✓		Application Form and Certificates
Enthusiastic and energetic with a real passion for working with young people, their families and community	✓		
Be able to consistently demonstrate and expect high expectations, with compassion, emotional intelligence and as part of a collaborative team	✓		
Be trustworthy, responsible, reliable and timely, with a sense of lightness, courage and commitment to themselves and others	✓		
Excellent interpersonal skills	✓		