



## PERSON SPECIFICATION

### Vice Principal

| Category  | Essential | Desirable |
|---|-----------|-----------|
| <b>QUALIFICATIONS</b>   |           |           |
| Bachelors Degree  | *         |           |
| Qualified Teacher Status  | *         |           |
| Further relevant professional and/or academic study and evidence of CPD                               | *         |           |
| Accredited post graduate study (NPQH, ML, SL etc.)  |           | *         |
| <b>EXPERIENCE</b>   |           |           |
| Significant successful teaching experience and an excellent classroom practitioner                    | *         |           |
| Leadership and management experience with demonstrable impact   | *         |           |
| Experience of leading a whole Academy initiative  | *         |           |
| Involvement in leading CPD at a whole school level  |           | *         |
| Experience of leading in challenging circumstances  |           | *         |
| Experience of using performance management processes successfully to contribute to school improvement |           | *         |
| Experience of working with governance   |           | *         |
| <b>SKILLS</b>   |           |           |
| Good understanding of the OFSTED framework and self-review  | *         |           |

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|--|---|---|
| In-depth knowledge and understanding of current educational priorities   | * |   |
| Ability to articulate a sound educational philosophy consistent with the Academy's aims  | * |   |
| Exceptional enthusiasm for learning  | * |   |
| Exceptional empathy and ability to connect with young people   | * |   |
| Strong belief in helping staff to become the very best they can be   | * |   |
| Broad educational understanding and political awareness  |   | * |
| <b>QUALITIES &amp; APTITUDE</b>  |   |   |
| Able to demonstrate optimistic personal behaviour and build positive relationships rooted in mutual respect  | * |   |
| Committed to valuing, supporting and encouraging the professional development of all staff   | * |   |
| Able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement | * |   |
| Committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community   | * |   |
| Able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level  | * |   |
| Able to maintain confidentiality, acting in a professional manner at all times   | * |   |

|   |   |  |
|---|---|--|
| Able to demonstrate initiative and ability to prioritise one's own work | * |  |
| Commitment to the highest standards of child protection                 | * |  |

**Authentic Education Is Committed To Providing A Safe, Supportive And Stimulating Environment For All Its Pupils Following Keeping Children Safe in Education Guidelines. This Post is Exempt from the Rehabilitation of Offenders Act 1974**

**Together we are... Courageous, Innovative, Excellent**