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**Trinity Academy**

**Assistant Vice Principal – Person Specification**

| **Attribute** | **D / E\*** |
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| ***QUALIFICATIONS***  A-level (or equivalent) RE to a good grade | E |
| Degree or equivalent | E |
| Teaching qualification (Secondary) | E |
| Qualified Teacher Status (QTS), with Induction year successfully passed | E |
| ***KNOWLEDGE, EXPERIENCE******and EXPERTISE***  Experience of strategic management and team leadership at middle or senior level in a secondary school | E |
| Experience of working strategically with data and interpreting it at student, class, subject / year group level; experience of target-setting and reporting data internally and externally | E |
| Experience in embedding the Christian ethos in a school | E |
| Understanding of the characteristics of effective curricula, teaching and assessment | E |
| Experience in using data to help with identifying obstacles to learning associated with student characteristics (e.g. disadvantage, SEND) | E |
| Highly able classroom practitioner | E |
| Knowledge and detailed familiarity with a school management information system | E |
| Experience of in school self-review and evaluation at subject or year-group level | E |
| Experience of leading staff development | E |
| Ability to lead successful Academy-wide initiatives | E |
| Understanding of the features of dependable assessments | E |
| Sound technical understanding of school leadership issues and the Ofsted inspection framework | D |
| Experience in teaching RE to A Level | E |
| Experience with SIAMS/ section 48 inspections and sound understanding of the SIAMS/ section 48 inspection frameworks | E |
| ***ATTITUDES***  There is a genuine occupational requirement (OR) that the post-holder should be a committed Christian | E |
| A personal commitment to upholding and promoting the Academy’s Christian ethos and to high standards and expectations for all students | E |
| Committed to continual professional development | E |
| ***RELATIONSHIPS***  Excellent interpersonal and communication skills | E |
| A team player who seeks to have positive and mutually supportive relationships with colleagues | E |
| ***SKILLS & DISPOSITIONS*** |  |
| Strong interpersonal skills, both written and oral | E |
| Self-motivated, resilient and tenacious | E |
| Ability to work under pressure to meet deadlines | E |
| Creative thinker and able to anticipate and solve problems | E |
| Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet can maintain a fair and inclusive personal style | E |
| Excellent ICT skills and use of appropriate technology | E |
| A proactive approach | E |
| Ability to initiate and manage change | E |

\***D** = desirable; **E** = essential