

**Person Specification  
Vice Principal  
Strategic Leadership Team**



It is not essential for the potential postholder to have **all** the experience, skills and qualifications listed in the person specification. However applicants should be able to demonstrate their abilities against the PS through the selection process.

| <b>Key Area</b>                      | <b>Experience, Skills, Qualifications</b>  |
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| <b>Shaping the Future</b>            | <ul style="list-style-type: none"> <li>• Able to proactively contribute to developing a coherent vision of excellence for the UKAT academies and has the ability to work steadily towards this goal.</li> <li>• Proven experience of raising standards of achievement.</li> <li>• An inspirational leader, able to motivate and empower all staff and students.</li> <li>• Able to make difficult decisions and follow them through.</li> <li>• A determination to raise standards and ability to do so effectively.</li> <li>• Excellent oral and written communication skills as well as excellent listening skills.</li> <li>• Has experience of strategy formation and implementation in an appropriate academy or Trust or other setting.</li> </ul>  |
| <b>Leading Teaching and Learning</b> | <ul style="list-style-type: none"> <li>• Experience of establishing and developing a range of pedagogical practices to enhance and accelerate learning across the curriculum.</li> <li>• Recent senior leadership experience.</li> <li>• Extensive understanding of current and future secondary curriculum developments from 11-18.</li> <li>• In-depth knowledge of excellence in secondary (from 11-18) teaching practice, including appropriate teaching and learning styles, to maximise achievement of all students particularly those with SEN, higher attainers, boys, girls, LACs and BME.</li> <li>• Substantial experience of monitoring and evaluation, target setting, academy improvement planning and curriculum leadership.</li> <li>• Can make decisions based on analysis, interpretation and understanding of relevant data and information from both within and outside of the Academy.</li> <li>• Understands academy self-evaluation and its link with academy improvement and OFSTED inspection processes.</li> <li>• Able to lead, manage and develop a culture of high expectations and appropriate challenge led by personal example.</li> <li>• Able to design and deliver a broad and balanced curriculum, which includes innovative approaches to enrich the scientific, arts, cultural and sporting, literacy and numeracy experiences of all students.</li> <li>• Is committed to personalised learning approaches, in order to ensure success for every young person.</li> <li>• Experience of monitoring practice to ensure that devolved responsibilities are being carried out in order to improve the quality of teaching and learning.</li> </ul> |

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| <p><b>Developing Self and Working with Others</b></p> | <ul style="list-style-type: none"> <li>• Essential-qualified teacher status.</li> <li>• Able to demonstrate evidence of own continuing professional development through post graduate qualification and or membership of professional bodies and is committed to learning, listening and reflecting.</li> <li>• Able to demonstrate emotional intelligence in dealing with people and situations.</li> <li>• Treats people fairly, equitably and with dignity to create and maintain a positive, harmonious culture.</li> <li>• Able to promote team and individual working as appropriate to fulfil Trust and Academy objectives.</li> <li>• Able to establish trust and excellent working relationships with others, can deal sensitively with people and resolve conflicts and can demonstrate balanced and fair judgement.</li> <li>• Experience of developing individuals and teams in order to achieve personal and shared goals in the drive for academy improvement.</li> <li>• Able to balance work and personal life and is considerate of the well-being of others.</li> <li>• Ability to challenge discrimination and counter it wherever it may be found.</li> </ul> |
| <p><b>Leading and Managing the Academy</b></p>        | <ul style="list-style-type: none"> <li>• Able to plan strategically and operationally, allocate resources effectively and evaluate impact.</li> <li>• Experience of working on and reviewing the performance of staff through rigorous appraisal and performance management systems.</li> <li>• Lead and manage human resources effectively and efficiently, demonstrating emotional intelligence, and through motivating and empowering others.</li> <li>• Create and promote a positive and inclusive ethos.</li> <li>• Able to identify successes and failures, and positively embrace change to secure continuous improvement.</li> <li>• Prepared to provide challenge to established ways of working in order to move the Academy and Trust forward.</li> <li>• Has experience of leading or participating in the implementation of national/local initiatives.</li> <li>• Experience of securing external funding for projects.</li> <li>• Able to demonstrate commercial acumen and understands the principles of best value.</li> </ul>  |
| <p><b>Securing Accountability</b></p>                 | <ul style="list-style-type: none"> <li>• Ability to undertake robust academy self-evaluation and use the outcomes to improve young people's achievements.</li> <li>• Experience of establishing clear policies and practice throughout a school/academy or trust and implementing procedures to monitor and evaluate their impact.</li> <li>• Experience of presenting (written or verbal or both) a clear account of a school/academy's performance for Trustees..</li> <li>• Ability to use a range of evidence including performance data and external evaluations to improve aspects of an academy or area of responsibility.</li> <li>• Ability to prepare and lead through a successful Ofsted.</li> <li>• Understands the need to maintain a safe and healthy environment for all.</li> <li>• Understands the Vice Principal's responsibilities for advocating and promoting: safeguarding, wellbeing and equalities agendas across the UKAT Academies</li> </ul>  |

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| <b>Community and Partnership</b> | <ul style="list-style-type: none"><li>• Experience of working collaboratively outside of own school/academy.</li><li>• Ability to engage in a partnership with parents and carers, to enhance young people's enjoyment, well-being, achievement and personal development.</li><li>• Experience of networking and collaboration with partners, including other schools/trusts, the LA, businesses and community organisations.</li></ul> |
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