



**A – Aspiration**  
We aspire to lead the way and  
achieve success for all

**B – Believe**  
We have faith and confidence in the  
Trust, our school, our colleagues and  
ourselves

**C – Community**  
We work as a team – getting stuck in  
and getting the job done!

## Person Specification: Vice Principal

	Essential	Desirable
<b>Qualifications, Training &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Recognised teaching qualification, degree or equivalent.</li> <li>• Evidence of recent, relevant continued professional development in own practice and in supporting the practice of other colleagues.</li> <li>• Proven successful teaching experience across both Key Stage One and Two.</li> <li>• Evidence of successful middle/senior leadership experience.</li> <li>• Experience of working successfully with a wide range of abilities.</li> <li>• Experience of leading, successfully a core curriculum area in a creative way resulting in higher standards and continued improvement.</li> <li>• Experience of leading staff development.</li> <li>• Experience of monitoring, evaluating and improving aspects of learning and teaching.</li> <li>• Willingness to support teaching across the primary phase.</li> <li>• A proven track record of improving practice across a key phase.</li> <li>• Proven use of assessment to guide pupils to reflect on the progress they have made and their learning needs, engaging them fully in the process.</li> <li>• Demonstrate excellent professional knowledge of how children learn in a holistic way and how this impacts on teaching approaches.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with colleagues with a focus on transition within key stages of education.</li> <li>• Willingness to engage in further professional qualification as required to fully support the academy to do them.</li> <li>• NPQH qualification or willingness to undertake this qualification.</li> </ul>

<b>Marlfields Primary Academy Trust Values</b>	The successful candidate will be able to meet the attributes of the Trust Values.		
	<b>Aspiration</b> <ul style="list-style-type: none"> <li>• Inclusive and respectful to all our colleagues/ believe all children can do and work hard to address barriers to learning.</li> <li>• To be a lead learner in all we do, developing our inclusive practice while supporting others to do so.</li> <li>• To be an action researcher, receptive to change.</li> <li>• Reflective and learn from professional mistakes.</li> <li>• Solution focused.</li> </ul>	<b>Believe</b> <ul style="list-style-type: none"> <li>• Passionate and have a positive outlook.</li> <li>• Demonstrate and expect high professional standards</li> <li>• Confident to share their opinions and ideas and value those of others by listening.</li> <li>• In the importance of the acquisition of skills being learnt for life.</li> </ul>	<b>Community</b> <ul style="list-style-type: none"> <li>• Considerate of all.</li> <li>• Welcoming.</li> <li>• Adaptable.</li> <li>• Understanding of the needs of the wider community.</li> <li>• Look after our own and each other's well-being.</li> <li>• Engage in the culture of learning from and with others.</li> <li>• Understanding the needs of the school within the wider community/forward planning for sustainability.</li> </ul>

All candidates must be:

- Eligible to work in the UK
- Open to having relevant security checks made on them, e.g. Enhanced DBS check
- Suitable to work with children and young people

	Essential	Desirable
<b>Knowledge, Experience, Skills &amp; Competency</b>	<p>The candidate should have the ability to:</p> <ul style="list-style-type: none"> <li>• Provide vision, leadership and direction for the whole school which inspires and motivates pupils, staff and other stakeholders and creates and maintains a highly positive school culture.</li> <li>• To actively contribute and support a positive Academy ethos, in which every individual is treated with dignity and respect and the safety and welfare of children is paramount.</li> <li>• Provide a model of outstanding teaching, coaching and supporting teaching staff and support staff to develop as appropriate.</li> <li>• Secure high standards of achievement and progress throughout the school.</li> <li>• To develop inclusive practice by actively supporting and developing pastoral care and positive behaviour management strategies throughout school.</li> <li>• Be positive and pro-active in the day-to-day management of the school through excellent interaction with staff.</li> <li>• Establish professional partnerships with the Trust team and be a positive ambassador with other local schools, the wider community and services agencies for Marlfields.</li> <li>• Always maintain positivity and always interact positively with members of the school community.</li> </ul>	<ul style="list-style-type: none"> <li>• Be familiar with and able to set in motion accident / emergency, safety, safeguarding and welfare procedures according to school policies and procedures.</li> <li>• Knowledge and understanding of strategies relating to inclusion, praise, assistance, rewards and sanctions to use when supporting pupils' learning.</li> </ul>

