

## Person Specification Vice Principal

Category	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Graduate</li> <li>• Qualified Teacher Status</li> <li>• Evidence of appropriate CPD related to teaching and learning.</li> </ul>		Application Form and Interview
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>• A track record of success at middle/senior leadership level.</li> <li>• To be able to show aspects of leadership and management in a whole school context.</li> <li>• Experience of coaching and development of staff.</li> <li>• Excellent communication skills orally and written.</li> <li>• Excellent use of ICT to make learning engaging and dynamic and to support assessment.</li> <li>• The capacity to make decisions based on sound judgements.</li> <li>• The capacity to form positive learning-centred relationships with other professionals.</li> <li>• The ability to plan strategically and operationally.</li> <li>• Able to adapt to changing scenarios with purposeful and measured responses.</li> </ul>		Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.</li> </ul>		Application Form and Interview.

<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to use and understand assessment data.</li> <li>• Knowledge of the national curriculum and relevant schemes of work.</li> <li>• Understanding of how to develop skills and attributes in students and staff.</li> <li>• Understanding of the assessment processes at all Key Stages and how to use these to support planning and raise student attainment.</li> <li>• Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.</li> <li>• Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques.</li> <li>• Excellent understanding of what constitutes effective teaching and learning.</li> <li>• Commitment to comprehensive education and personalised learning.</li> <li>• Excellent classroom teacher.</li> <li>• Sets high expectations of all students</li> <li>• Ability to create and effective learning environment.</li> <li>• Evidence of successful lesson planning, delivery and evaluation.</li> <li>• To be able to show leadership and curriculum development in a core subject.</li> <li>• Ability to timetable and data management.</li> <li>• Ability to design curriculum models based on needs, option choices and staffing.</li> </ul>		
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Flexible approach to meet the demands of the role.</li> </ul>		Application Form and Interview.
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• A commitment to working in partnership with parents, governors and the Trust to</li> </ul>		Application Form and Interview.

	<p>provide the best education possible for our students.</p> <ul style="list-style-type: none"> <li>• The capacity to consistently perform to a high level of success and act as a role model for other professionals.</li> <li>• Think strategically and contribute to creating a coherent school vision.</li> <li>• Ability to lead, motivate and influence others.</li> <li>• Dynamic leadership, drive, commitment and enthusiasm.</li> <li>• Manage and resolve conflict sensitively.</li> <li>• Work under pressure, maintaining a sense of perspective and humour.</li> <li>• A passion for education and making a difference.</li> <li>• Use critical thinking, creativity and imagination.</li> <li>• Able and willing to scrutinise own practice and to make their practice accessible to others.</li> <li>• Commitment to safeguarding children and young people.</li> </ul>		
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding children and young people.</li> </ul>		
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring Service Check confirming the appointee is not on the Children's Barred list.</li> <li>• In accordance with Keeping Children Safe in Education an online search will be carried out on all shortlisted applicants.</li> <li>• This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.</li> </ul>		

**Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects its entire staff to share this commitment. All post-holders will be required to have an Enhanced Disclosure from the Disclosure and Barring Service (DBS), including a Children's Barred List check for post carrying out a regulated activity.**