



THE HEATH SCHOOL

Vice Principal – Person Specification

Qualification Criteria:
<ol style="list-style-type: none"> 1. Qualified teacher status 2. Degree level qualification minimum 3. Qualified to teach and work in the UK 4. Evidence of Continuing Professional Development relating to school leadership/curriculum development
Experience:
<ol style="list-style-type: none"> 5. Substantial and successful leadership and management experience in a secondary school (s) 6. Successful teaching experience within the secondary age range 7. Proven success of raising student achievement and ensuring students make good or better progress within subject/faculty/whole school 8. A confident use of data to inform intervention in terms of teaching and learning to raise achievement. 9. In-depth and up to date knowledge of the curriculum area and experience of having designed, implemented and evaluated effective, imaginative and stimulating lessons and schemes of work. 10. Involvement in school self evaluation and development planning 11. Demonstrable experience of successful line management and staff development
Vision and Strategic Leadership:
<ol style="list-style-type: none"> 12. Vision aligned with The Heath School of high aspirations and high expectations of self and others, committing for the aspiration to Know more, Do more, Be more and to consistently perform 13. Ability to provide clear educational vision and direction. 14. A commitment to the safeguarding and welfare of all students. 15. Ability to inspire and motivate all stakeholders 16. Evidence of developing effective strategies for school improvement 17. High level of involvement with school improvement planning 18. High level involvement in monitoring and evaluation procedures leading to clear impact 19. Ability to work in partnership with senior leaders and governors 20. Ability to set challenging targets for children and staff. 21. Ability to analyse and use pupil data on attainment and progress to raise standards 22. Secure knowledge of the Ofsted Framework. 23. Understand the principles of effective teaching and learning 24. Strategic Leadership experience across KS3 and 4. 25. Use of assessment data management systems to improve standards
Behaviours, Skills and Abilities:
<ol style="list-style-type: none"> 26. An ability to teach good or better lessons consistently. 27. The ability to enthuse and inspire others and has a 'can do' attitude. 28. A passion for the subject and relentless determination that every student develops and succeeds. 29. The ability to lead, coach and motivate staff within the staff appraisal framework, providing professional development and effectively challenging and managing any underperformance. 30. Excellent listening skills and high levels of emotional intelligence. 31. Strong organisational and time-management skills and the ability to delegate appropriately. 32. Resilience and optimism to lead through day to day challenges while maintaining a clear strategic vision and direction. 33. The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop.

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34. Confidence and self-motivation. 35. The ability to work well under pressure and to be decisive. 36. High levels of honesty and integrity.
Leading the Quality of Education
37. Successful experience of monitoring, evaluating and improving the quality of teaching and learning 38. Understanding the role and impact of assessment in students learning 39. Secure knowledge of statutory requirements relating to curriculum and assessment 40. Experience of leading curriculum innovation 41. Successful experience of developing effective learning behaviours
Personal skills and qualities
42. A commitment to getting the best outcomes for all pupils and promoting the ethos and CARE values of the school 43. Ability to work under pressure and prioritise effectively 44. Commitment to maintaining confidentiality at all times 45. Commitment to safeguarding and equality 46. Ability to establish and maintain positive relationships, including with parents
Other:
47. This post is subject to an enhanced Disclosure and Barring Service (DBS) disclosure. 48. A Classroom Teacher's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact, will be to adhere to and ensure compliance with the School's Child Protection Policy at all times. If a Classroom Teacher becomes aware of any actual or potential risks to the safety or welfare of children in the School, s/he must report any concerns to the Principal.

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