

Vice Principal Standard's & Inclusion

Person Specification



ALEC REED ACADEMY
PROUD TO LEARN



Qualifications

Essential:

- A good degree
- QTS
- Evidence of sustained further professional development

Experience

Essential:

- A track record of success at middle or senior leadership in a similar context
- Demonstrable experience of building, inspiring and developing teams whilst holding staff to account in a clear, open and fair way
- Experience in building partnership with other organisations, local communities and wider stakeholders
- Evidence of setting and achieving clear goals for improvement through meticulous evaluation and detailed planning
- A clear understanding of what a 'good' and 'outstanding' looks like within a classroom and the strategies to translate them into practice and drive whole-school improvements
- A demonstrable ability to create, a positive climate for learning that engages pupils and motivates them to do well
- Experience of leading strategic resources and successful management of a budget

Desirable:

- *Recent experience of an Ofsted inspection*
- *Working knowledge of Safeguarding and/or of leading teams of staff with responsibility for additional needs*
- *An appreciation of the importance of marketing and publicity and the development of Websites and Social Media*

Knowledge and Understanding

Essential:

- A clear understanding of what a 'good' and 'outstanding' looks like within a classroom and the strategies to translate them into practice and drive whole-school improvements
- A demonstrable ability to create, a positive climate for learning that engages pupils and motivates them to do well
- An operational understanding of how a large school effectively operates and the most effective ways to build and sustain a team.

Desirable:

- *Understanding of Access Arrangements*
- *Involvement in Provision Maps*
- *Appreciation of The Tutoring Programme*
- *Experience of Advertising and Marketing*
- *Knowledge of Website and Social Media*

Skills and Attributes

Essential:

- Ability to work successfully within a team, bringing to bear appropriate degrees of creativity, flexibility, self-motivation and independence
- Be an outstanding classroom practitioner and have a proven track record of improving academic standards
- Be skilled in acting as a presence and role model in order to influence pupils and staff
- Be reflective and self-analytical towards challenges and issues
- Be a proactive problem solver, showing initiative and offering solutions
- Be an ambassador for the values and ethos of the academy with pupils, staff, parents and the wider community
- Have strong data analysis skills with the ability to synthesise information from a range of sources
- Excellent organisation and communication skills for a range of audiences
- Highly competent in the use of ICT as a tool to enhance and improve ways of working

Personal Qualities and Values

Essential:

- Professional, loyal and with personal integrity
- A team player with humility willing to share expertise, skills and knowledge
- A positive attitude and a sense of humour with a grounded disposition
- A problem solver that can self-manage and work to tight deadlines
- Belief in the positive difference high quality educational opportunities make to peoples' lives
- A commitment to inclusion, diversity and equal opportunity and providing a learning environment where children feel safe and valued as individuals

