

**T.E.A.M EDUCATION TRUST**

**Person Specification – Vice Principal**

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|  | **Essential**  | **Desirable**  |  |
| **Qualifications** | * Qualified Teacher Status
* To be educated to Degree level (or equivalent)
 | * Higher Degree qualification
* Postgraduate SEN

Courses* Interest in promoting

positive mental health and wellbeing outcomes in educationRecognised leadership qualification (or willingness to gain) | A |
| **Experience** | * Significant, recent and

relevant experience as a Deputy or Assistant Principal* Significant teaching experience with pupils with a range of SEN
* A recent senior leadership post for at least 3 years
* Proven experience as an excellent KS5 classroom practitioner
* Significant experience of effective involvement of parents in their child’s education
* Curriculum leadership and development
* Implementation of effective teaching strategies which ensure

all children make progress.* A proven track record of successful leadership
* Successful application of appraisal process.
* Recruitment and selection.
* Monitoring and evaluation teaching.
 | * Experience of cross-site / school working
* Monitoring and

development of actions plans to address issues identified.* School self-evaluation

and school improvement planning.* Experience of working

with and involving school Governors.* Delivery of resources to promote positive

wellbeing for children. | A/I/R |
| **Knowledge** | * Strategies which help to

raise pupils’ achievement* Good understanding of a range of learning difficulties and SEND

needs* Thorough knowledge and understanding of how children learn, the benefits of work placements and how learning and work opportunities at Key Stage 5 affects pupils’ future.
* How to develop effective environments for supporting learning.
* How to secure high standards of pupil achievement, language development and personal development
* Behaviour Support policies and practice including self regulation and executive function in young children
* Up to date knowledge of statutory regulations and guidance relating to the post
* Policies and practices in relation to Safeguarding children and young

people* Secure working knowledge of Development Matters, the characteristics of effective learning, the National Curriculum and their assessment, recording and reporting requirements
* What constitutes a good/outstanding school
* The process of strategic planning and school self evaluation
* Leading the management of change
* Application of new technologies to teaching, learning and management
* Comparative data and key performance indicators to establish benchmarks and set targets for improvements
* National policy framework and current educational legislation

and initiatives* Principles of effective teaching and

assessment for learning* Roles and responsibilities of Governing Body, LA and of the requirements for accountability
* Strategies for fostering school improvement, including attendance and behaviour for learning
 | * Current trends in educational development
* Resource and signpost to relevant resources in respect of promoting positive student mental health.
* Ways to communicate

and translate a shared vision into practice. | A/I/R |
| **Skills and Abilities** | * Excellent organisational skills
* Ability to communicate effectively in writing and orally
* Ability to lead and manage own work effectively and take responsibility for own professional

Development* Ability to think strategically
* Able to establish and develop good relationships and liaise

effectively with all stakeholders* Analysis of data, to evaluate the

performance of pupils’ progress and plan an appropriate course of action for whole school improvement* Ability to inspire, lead and motivate both colleagues and pupils by leading through example
 |  | A/I/R |
| **Professional Development** | * Committed to personal

and professional development  |  | A/R |
| **Values** | * An awareness of the

School/Trusts equal opportunities policy * Displays commitment to the protection and safeguarding of young people
* Values and respects the views and needs of young people
* Is willing to work within organisational procedures and processes and to meet required standards for the role
* Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children
 |  | A/I |
| **Personal Qualities** | * Flexible and approachable
* Ability to develop and maintain positive working relationships within school and with external

agencies.* Resilient under pressure
* Relating positively to and showing respect for all members of school and wider community
* Ability to maintain confidentiality
 |  | A/I |
| **Other** | * Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in

accordance with the provisions of Disability Discrimination Act 1995.* Be capable of moving and handling within school policies and procedures
 |  | A, I, R |

**Key:**

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| **A** | **Application** | **I** | **Interview** | **R** | **Reference** |