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**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 education  Recognised 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** |