**VICE PRINCIPAL PERSON SPECIFICATION**

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|  | **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |

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| **PERSONAL QUALITIES** |

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| 1 | Inspirational leader able to motivate by example and who has a high profile in school | Y |  |
| 2 | Ability to use a range of leadership and management styles with a commitment to team working | Y |  |
| 3 | Able to demonstrate strong commitment to the basics of behaviour, learning and achievement for all pupils  | Y |  |
| 4 | Ability to promote the collective vision and mission for Christ the King School | Y |  |
| 5 | Good communication skills | Y |  |
| 6 | Good health and attendance record | Y |  |
| 7 | Suitability for working effectively with children | Y |  |
| 8 | Ability to co-operate and work effectively with relevant agencies to protect children | Y |  |

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| **FAITH COMMITMENT AND COMMUNITY DEVELOPMENT**  |

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| 9 | A practising Catholic, with a sound understanding of the distinctive nature of a Catholic School and an ability to articulate a philosophy of Catholic education. | Y |  |
| 10 | Commitment to a leadership role in the spiritual development of pupils and staff and evidence of leading inspiring acts of worship | Y |  |
| 11 | Commitment to promoting the school’s role, profile and achievements within the community | Y |  |
| 12 | Ability to develop effective partnerships with other schools, parishes, local community, the local authority and the Diocesan Board of Education | Y |  |
| 13 | An understanding of the importance of sensitivity in working with parishes, other denominations and faiths in the local community | Y |  |
| 14 | Ability to create and maintain an effective partnership with parents and others with parental responsibility  | Y |  |

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| **PROFESSIONAL EXPERIENCE AND CAPABAILTY**  |

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| **Shaping the Future** |
| 15 | Qualified Teacher status (registered with GTCE) | Y |  |
| 16 | A minimum of two years Senior Leadership experience | Y |  |
| 17 | Commitment and ability to work effectively with relevant agencies to secure the protection of children | Y |  |
| 18 | Commitment to wide consultation as a part of decision making processes and the placement of children and families at the heart of future planning | Y |  |
| 19 | Commitment to continuous school improvement with an ability to recognise what needs changing to improve the quality of outcomes for learners and effectively manage the change  | Y |  |
| 20 | Ability to implement an appropriate curriculum 11-14 and 14-19 that incorporates ICT to extend and enhance the quality of provision for students  | Y |  |
| 21 | Ability to ensure that a stimulating, rigorous and suitably challenging learning environment exists | Y |  |
| 22 | Ability to secure staff accountability and use Appraisal to drive up standards | Y |  |
| 23 | Commitment to continuous professional development for all staff | Y |  |
| 24 | Ability to use data effectively and efficiently in order to inform whole School Improvements | Y |  |
| 25 | Understanding of OFSTED regime and thorough Quality Assurance processes in order to support rigorous School Evaluation processes | Y |  |
| 26 | Understanding of DCI and thorough Quality Assurance process in order to support rigorous School Evaluation process | Y |  |

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| **Managing the Organisation** |

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| 27 | Ability to establish appropriate priorities for spending, effectively manage and monitor the school budget and attract additional funding to further enhance the quality of provision for students  | Y |  |
| 28 | Ability to ensure that leadership and management systems and structures are effective in supporting the work of the school | Y |  |
| 29 | Evidence of effective senior leadership for a minimum of 5 years on appointment |  | Y |
| 30 | Ability to work effectively with the Governing Body | Y |  |
| 31 | Experience of more than one school |  | Y |