

Person Specification Whitley Academy



Job Title: **Vice Principal (Raising Standards leader)**

Grade: **Leadership L15-L19**

Department/Directorate: **Senior Leadership Team**

Location: **Whitley Academy**

Evidence will be obtained from: Application **(A)** Interview **(I)** Reference **(R)**

ATTRIBUTES	ESSENTIAL	DESIRABLE
Education and Qualifications	<ol style="list-style-type: none"> 1. Good Honours Degree. (A) 2. Qualified teacher Status. (A) 3. Evidence of involvement in continuing professional development activities at a level appropriate to post. (A) 4. Evidence of commitment to further professional development, preparation for Headship (NPQH) or NCSL leadership pathways, and CPD showing evidence of a whole school view. (A) 	<ul style="list-style-type: none"> • Relevant higher degree
Knowledge and Experience	<ol style="list-style-type: none"> 1. A proven successful record of teaching experience with secondary age pupils. (A) 2. A proven record of innovation and leading change at a senior leadership level with a demonstrable impact on school improvement. (A) 3. Understanding of key educational issues, combined with the ability to lead and co-ordinate their effective implementation. (A/I) 4. Awareness, understanding and commitment to Child Protection, Safer Recruitment and Safeguarding procedures. (A/I) 5. Experience and commitment to teaching in a comprehensive community school. (A/I) 6. Experience of working effectively with others including parents, Governors and external agencies. (A/I) 7. A proven track record of successfully developing colleagues. (A/I) 8. Successful and demonstrable experience of positive behaviour management and developing student focused, inclusive and effective learning environments where high aspirations are fostered, so that behaviour and attendance are outstanding. (A/I) 	<ul style="list-style-type: none"> • Experience and knowledge of P16 education.

	9. A proven track record in leading, monitoring and managing staff, including building, developing and retaining an effective team, succession planning, delegating effectively and implementing and managing change. (A/I)	
Professional and Leadership Skills	<ol style="list-style-type: none"> 1. Ability to actively promote the school's values and ethos. (I) 2. Ability to use data effectively to highlight underachievement and use this information to impact upon student progress. 3. Highly successful classroom practitioner (including evidence of impact on student progress through consistent teaching over time. (A/I) 4. The ability to challenge, influence and motivate others with a clear vision for raising standards. (A/I) 5. Can promote the success and the strengths of the school by being a visible and accountable high profile role model with a professional approach, that secures excellence, confidence, trust and respect of the school and the wider community. (A/I) 6. Can relate with empathy to parents/carers, staff, students, Governors, stakeholders and the wider community. (A/I) 	
Written Application	<ul style="list-style-type: none"> • Evidence of clear thinking about the role of the Vice-Principal (Raising Standards Leader), educational philosophy and presentation of experience to meet the requirements of the post. • Evidence of thought related to the challenges schools and academies face in education in the next few years. 	
References	<ul style="list-style-type: none"> • Excellent and unequivocal, supporting the applicants expertise in the classroom and support others in achieving similar standards. 	
Attendance	<ul style="list-style-type: none"> • Good attendance record. 	

Special Requirements

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.

Reviewed March 2018