

## Vice Principal – Person specification

Criteria	Description
Qualifications	<ul style="list-style-type: none"> <li>• Graduate (with a good degree) plus formal Teaching Qualification or other relevant professional studies</li> <li>• Evidence of recent and relevant continued professional development in the fields of teaching and learning and education management</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Successful teaching experience for a minimum of 5 years</li> <li>• Teaching across the whole primary range</li> <li>• To be able to demonstrate a proven track record in producing high quality achievements for all children.</li> <li>• Experience of delivering high quality INSET to teaching staff.</li> <li>• Evidence of leading, supporting and managing others, both individuals and teams, ensuring high quality performance.</li> <li>• Experience of involvement in assessment, pupil tracking and record keeping and effective data analysis and target setting.</li> <li>• Experience of embedding innovative strategies for improving teaching and learning in a whole school situation.</li> <li>• Excellent written and oral communication skills and experience of presenting to a wide audience including teachers, managers, governors and parents.</li> </ul>
Knowledge, skills and abilities	<ul style="list-style-type: none"> <li>• Excellent knowledge of all forms of assessment across the primary age range</li> <li>• Ability to plan lessons effectively for all pupils in a class setting with clear learning intentions and adapting tasks, differentiating where required, and ability to demonstrate best practice to colleagues</li> <li>• Ability to understand and address whole school issues of curriculum and organisation</li> <li>• Ability to provide professional leadership and management of a staff team and contribute to the work of other teams to secure high quality teaching effective use of resources and improved standards of learning and achievement for all pupils across the academy.</li> <li>• Knowledge of the Early Years Foundation Stage Curriculum and the National Curriculum.</li> <li>• Ability to be well organised, work under pressure whilst maintaining a positive approach to work and relationships with others.</li> <li>• A high degree of organisational skills, decision making and use of initiative.</li> <li>• The ability to motivate, support and encourage staff through a collaborative approach.</li> <li>• Ability to oversee the pastoral welfare of children across the academy and to promote good behaviour and discipline.</li> <li>• Knowledge of Safeguarding / Child Protection legislation and procedures</li> <li>• Knowledge of Health and Safety requirements</li> <li>• An understanding of equality of opportunity for all pupils and staff in the school</li> <li>• Knowledge and awareness of recent educational developments and the legislative framework</li> <li>• Ability to identify areas for development and create an action plan for improving standards</li> <li>• Ability to respond calmly and confidently to a variety of challenges</li> </ul>