

Part of Waverley Education Foundation Trust

Person Specification

Vice Principal

Education and Qualifications	Essential	Desirable	Application	Interview	Reference
To hold Qualified Teacher Status	√		√		√
Eligible to work in the UK	√		√		√
To have evidence of continuing and recent professional development relevant to the post, including management.	√		√	√	
Commitment to CPD	√		√	√	

Experience	Essential	Desirable	Application	Interview	Reference
Experience of prior successful leadership at senior level	√		√		√
Experience of having led, or significantly contributed to, the success of a school through its leadership, ethos, teaching and learning and results.	√		√	√	√
Experience of developing and consolidating an innovative curriculum	√		√	√	√
Experience of quality assurance of teaching and learning	√		√	√	√
Significant and successful experience of leading aspects of the curriculum at whole school level		√	√	√	√
Experience and understanding of inner-city/multi-cultural communities		√	√	√	√
Experience of having led aspects of school life involving a high level of contact with parents and the wider community.		√	√	√	√
Experience of a Studio College setting		√	√		
Experience of involving employers in curriculum development		√	√	√	√

Knowledge and Skills	Essential	Desirable	Application	Interview	Reference
Excellent teaching practice across the key stages, and ability to provide a model of best practice.	√		√	√	√
The ability to plan, monitor and evaluate school effectiveness and lead by example	√		√	√	√
Proven ability to manage and implement change	√		√	√	√
Knowledge and understanding of strategies to promote Inclusion and Equality provision within the school	√		√	√	√
A proven ability to raise standards and improve progress of all students	√		√	√	√
Promotion and implementation of positive behaviour strategies	√		√	√	√
Good understanding of how opportunities can be made to enrich and enhance the curriculum	√		√	√	√

to address the needs of all students					
A commitment to community cohesion	√		√	√	√
Ability to lead and work as part of an effective team	√		√	√	√
High level of written and oral communication skills for communicating within and beyond the school	√		√	√	√
To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines	√		√	√	√
Be able to demonstrate ICT skills for professional use	√		√	√	√
Have the ability to use initiative and work autonomously	√		√	√	√
Demonstrate a willingness to take responsibility for continued professional development	√		√	√	√
Ability to inspire and enthuse colleagues	√		√	√	√
Ability to manage the implementation of change sensitively	√		√	√	√
Knowledge of the CREATE framework and the Studio College model		√	√	√	√

Legal requirements	Essential	Desirable	Application	Interview	Reference
Fully Enhanced DBS clearance	√		√	√	

Physical requirements	Essential	Desirable	Application	Interview	Reference
"...maintain high standards in their own attendance and punctuality" (Teacher Standards)	√				√
Professional appearance	√			√	√

Contra-indications	Essential	Desirable	Application	Interview	Reference
No criminal convictions involving offences against children and other related matters	√		√		√