



Person Specification Vice Principal (Primary)

ESSENTIAL	DESIRABLE	HOW MEASURED
QUALIFICATIONS		
Degree or equivalent		Application form and certificates
Teaching qualification (Primary)		Application form and certificates
Qualified Teacher Status (QTS)		Application form and certificates
Evidence of further professional development		Application form and certificates
KNOWLEDGE AND EXPERIENCE		
Substantial Primary teaching experience		Application form, personal statement, results and references
Experience of strategically managing a team	Experience of working as a member of a primary school leadership team as a Vice Principal, Deputy Head Teacher or equivalent	Application form, personal statement, references
The ability to articulate how the Christian ethos could be developed and to lead and deliver associated activity.	Experience of working in a school with a distinctive Christian ethos	Application form, personal statement, interview
Ability to work strategically with data		Application form, personal statement, interview
Demonstrable understanding of effective teaching and learning strategies and how they may be used to raise student attainment and progress whilst engaging all students	Experience of leading teaching and learning across a school	Application form, interview
Sound technical understanding of school leadership issues and the Ofsted inspection framework	Experience in school self-review and evaluation	Application form, personal statement, interview
A demonstrable record of excellent classroom practice	Experience of sharing best practice within the school and beyond.	Application form, interview, observed lesson
Experience of leading staff development sessions and supporting staff performance	Experience of line managing key staff and leads	Application form, interview
Demonstrable ability to lead successful Academy wide initiatives, developing innovative approaches to learning, teaching, mentoring and guidance	Experience of sharing best practice within the school and beyond.	Application form, personal statement, interview
ATTITUDES		
There is an occupational requirement that the post-holder be a practicing & committed Christian.		Personal statement, assessment process, references

A commitment to the Christian Ethos of Bede Academy in all aspects of Academy life		Personal statement, assessment process, references
Support and develop students with a wide range of educational needs		Personal statement, assessment process
Committed to continual professional development, in particular with regard to Academy leadership		Personal statement, assessment process
RELATIONSHIPS		
Excellent interpersonal and communication skills to support students' needs	Experience of creating networks to share, and learn from, best practice.	Personal statement, assessment process
Ability to take an active role in developing subject targets		Personal statement, assessment process
A team player who seeks to have positive and mutually supportive relationships with colleagues		Personal statement, assessment process
SKILLS & WORK RELATED REQUIREMENTS		
A clear Enhanced DBS check		DBS Check, application papers
Strong interpersonal skills both written and oral		Personal statement, assessment process
Self-motivated, resilient and tenacious		Personal statement, assessment process
Ability to work under pressure to meet deadlines		Personal statement, assessment process
Creative thinker and able to anticipate and solve problems		Personal statement, assessment process
Strong leadership and management qualities – a demonstrated ability to inspire and motivate others, yet can maintain a fair and inclusive personal style		Application form, interview, references, assessment process
Excellent ICT skills and use of appropriate technology		Personal statement, assessment process
A proactive approach		Personal statement, assessment process
Ability to initiate and manage change		Personal statement, assessment process