

Ashford Hill Primary School Person Specification

Post Title: Vice Principal

	Essential	Desirable
Professional Qualifications		
Formal Teaching Qualification recognised by the DfE or other appropriate qualification.	✓	
National qualification for SENCOs or other appropriate experience / qualifications.		✓
Evidence of ongoing professional development; attendance on course, INSET, action research, personal study etc.	✓	
Current Designated Child Protection Officer certification (or is willing to undertake this training on successful appointment.)		✓
Knowledge & Understanding		
Substantial primary teaching experience.		✓
Knowledge of relevant legislation - in particular of the SEN Code of Practice, equal opportunities and disability discrimination legislation and how these apply to pupils with EHCPs as well as those without.	✓	
Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child.	✓	
A strong commitment to inclusion with high expectations for all learners.	✓	
Knowledge of current educational issues and their relationship to the inclusion, behaviour support and Education Welfare.	✓	
Able to talk about characteristics of effective primary teaching and learning strategies used to raise pupil attainment and achievement of all pupils.	✓	
Good understanding and use of assessment, including target setting and tracking.		✓
Understanding of effective techniques and policies for positive behaviour management.	✓	
A good understanding of the requirements of transition between key stages.		✓
Leadership & Management & Experience / Skills		
Experience of successful leadership and management within a school or other educational setting.	✓	
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 school.	✓	
Experience of inter-agency working.	✓	
Excellent written and oral communication skills.	✓	
Excellent presentation and inter-personal skills.	✓	
Ability to analyse, prioritise and meet deadlines whilst working under pressure.	✓	
Experience of conducting staff induction, mentoring and performance management	✓	
Experience of whole school self-review and evaluation		✓
Knowledge of the role of a Multi Academy Trust		✓
Able to motivate, promote good relationships and effectively communicate with all stakeholders	✓	
Commitment to safeguarding and promoting the welfare of children	✓	

Personal Qualities		
Creative, enthusiastic and proactive, keen to embrace new ideas and challenges.	✓	
Approachable, caring and empathetic.	✓	
Works well as part of a team.	✓	
Flexible, listens and is prepared to seek advice and support.	✓	
Demonstrates a concern for the pastoral and spiritual welfare of all in the school.	✓	
Committed to continuing professional development for self and others.	✓	
Committed to active parental involvement.	✓	
Able to deal sensitively with people and resolve conflict.	✓	
Commitment to making learning fun and having an excellent sense of humour.	✓	