

Ernest Bevin College**Person Specification**

Title: Vice Principal	Salary Scale: £73, 715- £80,472 (L19-L23)
Supported by and Reporting to: The Principal	Assisted By: Teaching and non-teaching staff

CRITERIA	ESSENTIAL
QUALIFICATIONS	<ul style="list-style-type: none"> • An honours degree (or equivalent) in a subject relevant to the post. • Qualified Teacher Status (QTS) • Further senior level qualification
EXPERIENCE	<ul style="list-style-type: none"> • Varied and successful teaching experience across 11-19 range, preferably in more than one educational setting • Personal teaching consistently good and outstanding • Experience of successful implementation of a whole school initiative • Successful experience of innovative performance management and CPD systems • Experience of successful whole college intervention processes
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • An outstanding classroom practitioner as defined by Ofsted criteria • A thorough understanding of current developments and initiatives in 11-19 and post-16 education • The ability to monitor, review and evaluate the work of the college against OFSTED criteria • Deep understanding of the college curriculum and specialisms • Ability to exploit opportunities for success and remove barriers to achievement for pupils and staff • Experience of whole school review process • Awareness of responsibility towards the safeguarding of pupils
PERSONAL QUALITIES AND CHARACTERISTICS	<ul style="list-style-type: none"> • The drive to help ensure EBC is the best education provider in the area • Energy, enthusiasm and stamina • Flexibility and determination • Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies • Proactive, charismatic and inspirational leader • Commitment to the promotion of equal opportunity • Loyalty to the college, pupils, staff, parents and community

<p>SPECIFIC TO THE POST</p>	<p>The ability and enthusiasm to:</p> <ul style="list-style-type: none"> • Lead, drive and improve the quality of teaching and learning across all Key Stages and areas of through whole college strategic planning • Be proactive in identifying areas of college improvement and lead on this area • Lead by example and have high expectations of standards from both pupils and staff • Analyse external and internal pupil assessment data and drive on improving pupil outcomes • Challenge underperformance • Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development • Contribute to curriculum development and monitor its impact • Take a leading role in developing, implementing and evaluating policies and practice that contribute to college improvement • Provide leadership and support to a designated Faculty • Exhibit highly developed interpersonal skills which allow the Vice Principal to be effective in the college • Lead on day to day whole college management • Be flexible in carrying out duties in accordance with changes in the college • Enjoy working with pupils, parents and staff • Be proactive in preparing for headship