

PERSON SPECIFICATION – Assistant Vice Principal: Fairfax

ESSENTIAL				DESIRABLE		
	Criterion No.	Attribute	Stage Identified	Criterion No.	Attribute	Stage Identified
Qualifications & Education	E1	DfE recognised Teaching Qualification	AF/C	D1	Senior Leadership qualification (NPQSL)	AF/C
	E2				SEN or SENCO qualification	AF/C
					Evidence of recent continued professional development that is relevant to the post	
Experience & Knowledge (Teaching, Learning and Assessment)	E3	Significant experience of teaching	AF//R		Experience of working in a special education needs school	AF//R
	E4	Experience of working with students with special education needs, in particular Autism and associated learning difficulties.	AF//R		Experience of working in a whole school pastoral role	AF//R
	E5	Experience of working well in partnership with staff, governors, children, parents and the wider community	AF//R/P		Experience of safeguarding at a whole school level	AF//R
	E6	Ability to understand the characteristics of successful behaviour management	AF//R AF//R			
	E7	Experience of delivering a diverse curriculum to meet the needs of all learners	AF//R			
	E8	Evidence of leadership in developing teaching and learning strategies and or individual or cohort Pastoral leadership	AF//R			
	E9			AF//R		

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	E10	Knowledge of alternative curricular/vocational opportunities for a range of students, in particular those with Autism	AF//R			
	E11	Experience of dealing with, and knowledge of the safeguarding arrangements for children. Understanding of and commitment to promoting and safeguarding the welfare of children.	AF//R			
Skills	E12	Exemplary classroom practitioner and role model for excellent teaching and learning	AF//R/O	D5	Example of transformational and inspirational leadership	AF//R
	E13	Able to analyse and interpret, identify trends and develop appropriate support and intervention strategies for improvement	AF//R/P			
	E14	Ability to work collaboratively with partners	AF//R			
	E15	Awareness of a range of school improvement strategies and the ability to implement these.	AF//R			
	E16	Experience of leadership in difficult situations	AF//R			
	E17	Ability to delegate work and support colleagues in undertaking responsibilities	AF//R			
	E18	Has a good understanding of school self-evaluation and improvement planning	AF/R			
	E19		AF//R			

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	E20	Has a good understanding of current educational initiatives and relevant legislation	AF//R			
	E21	Effective verbal and written communication skills	AF//R			
	E22	Effective ICT/new technology skills	AF//R			
	E23	Ability to work creatively and collaboratively	AF//R			
		Ability to organise work, prioritise tasks and manage time effectively				
Personal Attributes	E24	Ability to inspire, motivate and innovate	AF//R		Relevant leadership qualifications/experience	AF//R
	E25	Commitment to pupils learning, wellbeing and safety	AF//R			
	E26	Commitment to equality	AF//R			
	E27	Resilient under pressure	AF//R			
	E28	Ability to remain positive and enthusiastic	AF//R			
	E29	Proven leadership qualities to motivate and inspire others	AF//R			
	E30	Deals with difficult situations effectively	AF//R			
	E31	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	AF//R			
	E32	High degree of motivation for working with children and young people	AF//R			
Special Requirements	E33	Ability to form and maintain appropriate relationships and personal boundaries with children	AF//R			

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	Criterion No.	Attribute	Stage Identified	Criterion No.	Attribute	Stage Identified
	E34	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	AF//R			

Key – Stage identified	
A	Application Form
C	Certificates
O	Observation
I	Interview
P	Presentation / Task
R	References

Issues arising from references will be taken up at interview; all appointments are subject to satisfactory references