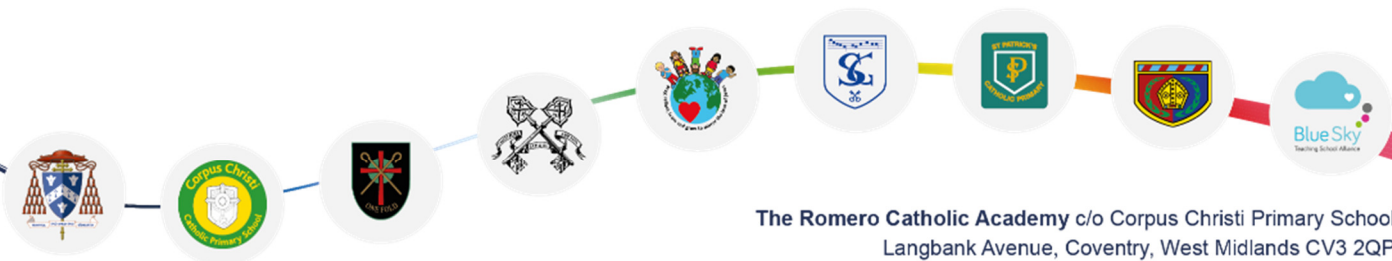
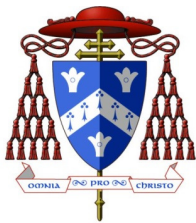


PERSON SPECIFICATION – VICE PRINCIPAL

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none"> • A practising and committed Catholic. • Secure understanding of the distinctive nature of a faith school. • Understanding or leadership role in spiritual development of pupils and staff. • Understanding of school's role in the parish and wider community and in promoting community cohesion. • Commitment to their own spiritual formation and that of the pupils. 	<ul style="list-style-type: none"> • Experience in leading acts of worship in Catholic schools.
2. Qualifications	<ul style="list-style-type: none"> • Qualified teacher status. • Honours graduate • Designated Safeguarding Lead. 	<ul style="list-style-type: none"> • NPQH award or Leadership Pathways certification • CCRS or equivalent
3. Experience	<ul style="list-style-type: none"> • Successful history of results at KS4 and KS5. • Substantial, successful teaching experience. 	<ul style="list-style-type: none"> • Experience in leading change within a department. • Experience as Assistant Principal.
4. Professional Development	<ul style="list-style-type: none"> • Ability to identify own learning needs. • Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning. • Able to train and support peers 	<ul style="list-style-type: none"> • Evidence of CPD relating to Catholic ethos, mission and religious education. • Experience of working with other schools/organisations/agencies. • Experience of presenting reports to board members.
5. Leadership	<ul style="list-style-type: none"> • Ability to articulate and share a vision of secondary education within the context of the mission of a Catholic school. • Ability to inspire and motivate staff, pupils, parents and SIB to achieve the aims of Catholic education. • Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement. 	<ul style="list-style-type: none"> • Evidence of successfully translated vision into reality at whole school level.

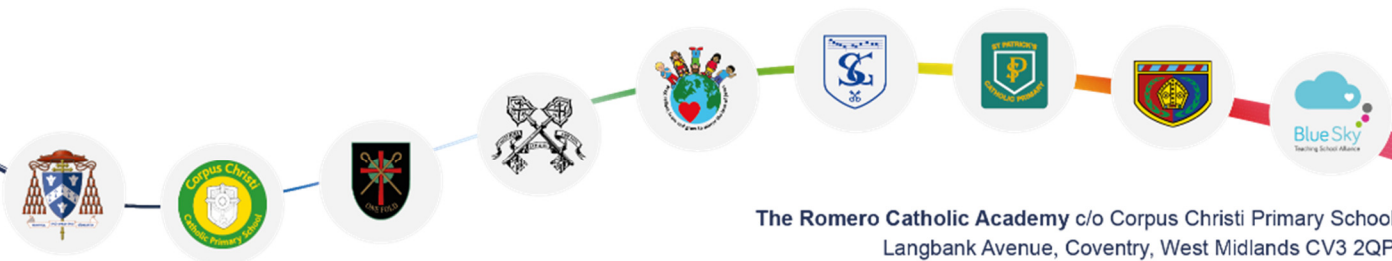


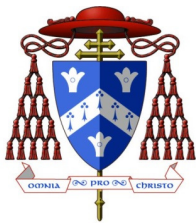


Cardinal Wiseman Catholic School

Part of The Romero Catholic Academy

Category	Essential	Desirable
	<ul style="list-style-type: none"> Ability to analyse data, develop strategic plans, set targets and to monitor and evaluate progress towards these. Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils. Understanding and commitment to promoting and safeguarding the welfare of pupils'. 	
6. Teaching & Learning	<ul style="list-style-type: none"> Knowledge of a range of successful teaching and learning strategies to meet the needs of all students at KS5 Secure knowledge of the specifications and requirements of the National Curriculum. Excellent subject knowledge Experience of Key Stage 4 and A-Level teaching. Experience of effective monitoring and evaluation of teaching and learning. 	<ul style="list-style-type: none"> An understanding of assessment strategies and the use of assessment at KS5.
7. Leading & Managing Staff	<ul style="list-style-type: none"> Experience of working in and leading staff teams. Ability to delegate work and support colleagues in undertaking responsibilities. Experience of performance management and supporting the CPD of colleagues. Understanding of effective budget planning and resource deployment. 	<ul style="list-style-type: none"> Successful involvement in staff recruitment/appointment/induction, understanding the needs of the school. Understanding of how financial and resource management enable a school to achieve its educational priorities.
7. Skills, Qualities & Abilities	<ul style="list-style-type: none"> Empathy with pupils from Key Stage 3 upwards. Excellent communication skills, both written and orally. Excellent interpersonal skills Excellent organisation skills 	





Cardinal Wiseman Catholic School

Part of The Romero Catholic Academy

Category	Essential	Desirable
	<ul style="list-style-type: none"> • Dedication • Stamina and resilience. • Confidence. • Ability to remain positive and enthusiastic when working under pressure. • Ability to organise work, prioritise tasks, make decisions and manage time effectively. 	
8. References	<ul style="list-style-type: none"> • Positive recommendation in professional references. • Positive and supportive faith reference from priest where applicant regularly worships. • Satisfactory health and attendance record. 	

