



Saint Bernard's



**Catholic
High School**



Vice Principal (Inclusion)

Saint Bernard's Catholic High School
Herringthorpe Valley Rd, Herringthorpe,
Rotherham S65 3BE

Tel: 01709 828183
www.sbch.org.uk

Person Specification

CRITERIA	E s s e n t i a l	D e s i r a b l e
Qualifications		
Degree	Y	
QTS	Y	
Higher Qualification in education and/or management		Y
National SENCO Qualification (or working towards)	Y	
Experience		
Proven successful senior leadership experience		Y
Experience of successful teaching KS3 and KS4 with a proven track record of positive value added	Y	
Evidence of commitment to own professional development	Y	
Shaping the Future		
Capacity to recognise and build on the success of SBCH whilst also supporting the formulation of a vision for innovation and improvement and translate into actions	Y	

Comprehensive knowledge of current and anticipated educational developments including how collaborative local and national partnerships can assist in raising standards		Y
Capacity to lead and implement continuous improvement	Y	
Capacity to achieve improved Ofsted judgements or maintain positive judgements within your area of responsibility	Y	
Student Achievement		
Student-centred educational philosophy with a commitment to making a positive difference to every student	Y	
Ability to develop a teaching and learning culture which results in outstanding classroom practice	Y	
Successfully established high expectations and setting and monitoring of challenging targets for students and staff	Y	
Committed to a high-quality enrichment and extra-curricular provision	Y	
Able to secure high standards of behaviour, attendance and punctuality	Y	
Developing self and working with others		
At all times show respect to others	Y	
Able to make decisions and delegate appropriately	Y	
Commitment to and evidence of the encouragement, empowerment and training of staff	Y	
Experience of developing the professional competence and confidence of staff	Y	
Commitment to working collaboratively with other schools and stakeholders	Y	
Managing the Organisation		
Capacity to build and manage high performance teams	Y	
Ability to use strong and effective management systems underpinned by clear communication	Y	
Ability to produce, implement and review appropriate improvement plans and policies	Y	
Secure in accessing, analysing and interpreting a range of data	Y	
Awareness of the importance of complying with health and safety regulations	Y	
Ability to solve problems	Y	
Securing accountability		
Demonstrate the capacity to sustain the ongoing improvement of results across the school and for all groups particularly SEND and disadvantaged students	Y	

Evidence of using performance development processes to secure improved outcomes for students	Y	
Experience of demonstrating robust evidence of progress and improvement	Y	
Personal qualities and attributes		
Capacity and passion to lead the school community with vision and values which take account of the school's Catholic mission and of the diversity, values and experiences of the school and the community it serves.	Y	
Passionate about education with a clear commitment to inclusion and 'achievement' for all	Y	
The ability to identify and establish the principles of an outstanding/exceptional school	Y	
A highly effective communicator	Y	
Firm and fair leadership style with interpersonal awareness and concern for impact	Y	
Ability to lead from the front and inspire others	Y	
Ability to work within and contribute to a cohesive and proactive team	Y	
Has a sense of humour, a calm manner and retains an optimistic approach	Y	
Personal Integrity and an awareness of confidentiality	Y	
Resilience, stamina, dynamism and enthusiasm	Y	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people	Y	
Sound understanding of statutory safeguarding requirements	Y	