PERSON SPECIFICATION

Post **Head of Subject**
Pay Spine **Main/Upper Scale plus relevant TLR/Leadership Scale (as applicable)**
Date **September 2017**
Responsible to **Member of SLT**

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1. QUALIFICATIONS AND TRAINING

- University graduate
- Postgraduate teaching qualification/QTS
- Evidence of continuing professional development
- MIDAS Certificated
- Qualified First Aider (current)

2. TEACHING and PASTORAL EXPERIENCE

- At least 2 years successful teaching experience, in an urban or challenging comprehensive environment
- Experience or confidence in mentoring / supporting trainee teachers
- Teaching experience in at least KS3, 4 and, preferably, 5
- Evidence of consistently good and outstanding teaching and learning
- Evidence of cascading outstanding teaching and learning practices in school or a range of schools
- Evidence of excellent classroom management skills
- Outstanding knowledge of Assessment Practice in the context of the National Agenda and where appropriate best worldwide practice
- Excellent subject knowledge
- Excellent knowledge of current curriculum and extra-curricular developments in your subject area.
- An understanding of how to use assessment to inform planning for good teaching and learning.
- A good understanding of the progress data.
- The ability to differentiate to provide appropriate challenges for all learners.
- Evidence of using data to inform planning and put in place successful intervention strategies to raise achievement.
- Evidence of pastoral experience, including taking responsibility for a form group.
- An interest in the wider curriculum.

3. LEADERSHIP AND MANAGEMENT

- The ability to inspire, enthuse, develop and support colleagues.
- The ability to evaluate and improve standards of teaching and learning within a department.
- Experience of conducting Performance Management and desire to develop other colleagues.

4. PERSONAL QUALITIES

- A willingness to learn and develop new skills
- A willingness and flexibility to work outside normal school hours
- The ambition to continue to progress in your career

- A desire to make a difference to the lives of young people
- An excellent attendance record
- Resilience and a sense of humour.

5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT

- A proven commitment to inclusion
- A proven commitment to curriculum access and opportunity
- A proven commitment to comprehensive education
- A proven commitment to professional development
- Support for the school's specialist status
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

May 2017