

Person Specification

Job Title:	Head of Subject
Salary & Grade:	MPS-UPS
Reports to:	Head of Faculty

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	Identification Method
Education & Qualifications			
QTS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form
A high level qualification in the teaching of one of the subjects within the Faculty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form
Recent CPD in Leadership (either in-House or through external verifiers eg: National College)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Relevant Experience			
Experience of teaching across the age and ability range up to and including sixth form.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Strong interpersonal and communication skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of negotiating challenging Appraisal Objectives for staff within the subject discipline	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Previous experience of and responsibility for leading a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of using self-evaluation strategies to identify strengths and areas for development within their Subject	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Understanding and use of effective leadership strategies to empower staff in their subject	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

The ability and commitment to work as part of a high performing Faculty Leadership Team	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Understanding how to use data to inform improvement and raise student performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of sharing strategies to improve the teaching and learning of colleagues in their subject area	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Excellent understanding of the components which comprise outstanding teaching and learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of giving effective feedback to colleagues about professional performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Experience of conducting lesson observations and making Ofsted style judgements on teaching and learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Experience of cross-curricular teaching and learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Experience of coaching and mentoring colleagues	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Skills & Abilities			
The ability to support and foster positive professional relationships and work effectively with teaching and support staff of varying experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
The ability to balance priorities to ensure deadlines are met	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
The ability to motivate staff and students within the Subject to achieve their potential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
The ability to make a positive contribution to the ethos of the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Understanding of and a commitment to the aspects required to build high performing teams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
To know how and when to draw on advice and specialist support especially from other members of the Faculty Leadership Team (FLT)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

Values and Behaviours			
A commitment to distributed leadership, supported by a sound understanding of how to lead high performing teams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
A clear passion for improving outcomes for students within the Subject	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
A robust commitment to collaboration of teaching and learning strategies designed to support colleagues in their professional learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview