

<b>PERSON SPECIFICATION – HEAD OF SUBJECT</b>	<b>Essential</b>	<b>Desirable</b>	<b>A/C/I/R</b>
<b>Leadership qualities</b>			
Courage and conviction to achieve the best outcomes for all	*		I/R
Respect and empathy towards others	*		I/R
Positive, enthusiastic outlook, embracing opportunities	*		I/R
Integrity in relation to your own and the school's practice	*		I/R
Drive for improvement and challenging underperformance	*		I/R
Decisive, consistent and focused on solutions	*		I/R
Resilience, perseverance and optimism	*		I/R
Commitment to continued professional development as a reflective practitioner	*		I/R
Capacity to be flexible, adaptable and creative	*		I/R
<b>Qualifications</b>			
Degree or equivalent in an appropriate subject	*		A/C
Qualified Teacher Status	*		A/C
Further higher qualifications		*	A/C
<b>Attributes and experience</b>			
Excellent classroom teacher	*		A/I/R
Proven track record of planning and delivering learning to match the needs of students across the full age and ability range	*		I/R
Proven track record of improving outcomes for all students	*		I/R
Proven impact in the use of assessment, recording and reporting of student's attainment to further student's learning and improve outcomes	*		I/R
Experience of reflecting on and improving teaching practice to increase student achievement	*		I/R
Ability to act upon advice and feedback and be open to coaching and mentoring	*		A/I/R
Up to date knowledge in the curriculum area	*		A/I
Genuine passion and a belief in the potential of every student	*		I/R
Proven behaviour management skills	*		A/I
Promote positive relationships in order to fulfil the potential of every student	*		I/R
Ability to establish a purposeful learning environment conducive to learning	*		I/R
Ability to demonstrate the positive values, attitudes and behaviour expected of students	*		I
Ability to lead and motivate a team, supporting department members in developing and sharing good practice.	*		I
Ability to develop appropriate learning resources and to contribute to the department's Schemes of Work	*		I
Good communication, planning and organisational skills	*		A/I
Track record of excellent punctuality, attendance and meeting deadlines	*		R
Commitment to equality of opportunity and the safeguarding and welfare of all students	*		I/R
Willingness to be involved in the full life of the school including extra-curricular activities	*		A/I

A - application

C - certificates

I - interview, including all activities on the day

R - references