

Person Specification

Criteria required to undertake the job are provided under specific headings. How the evidence will be tested is indicated under the remaining columns.

Key E/D: Essential or Desirable

A: Application Form I: Interview R/P References/Pre-Employment Checks

A	TRAINING AND QUALIFICATIONS	E/D	A	I	R/P
1	Qualified Teacher Status	E	√		√
2	Degree (or equivalent)	E	√		√
3	Evidence of recent and relevant further professional development	E	√		√
B	EXPERIENCE OF TEACHING AND LEADERSHIP	E/D	A	I	R/P
4	Proven successful track record of examination success and curriculum leadership in specialist curriculum area (Maths)	E	√	√	√
5	Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data	E	√	√	√
6	Experience of effective working with a range of relevant stakeholders	D	√	√	√
7	Successful sustained experience of teaching in KS3 and KS4 which is at least good.	E	√	√	√
8	Evidence of knowledge and understanding of safeguarding issues.	E	√	√	
9	Higher degree of post graduate curriculum or leadership and management qualification.	D	√		√
10	Successful experience of working with the school community in raising the school profile	D	√	√	√
C	SKILLS AND KNOWLEDGE	E/D	A	I	R/P
11	Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation.	D	√	√	√
12	Good knowledge of leadership and management styles and when to use them	E	√	√	√
13	Able to plan personal workload and set priorities	E	√	√	√
14	Good written and oral communication skills to a range of audiences.	E	√	√	√
15	Able to work with parents/carers to understand and meet the needs of individual students	E	√	√	√
16	A team leader who can ensure the involvement and commitment of all team members	E	√	√	

17	Persuasive and confident in a range of different environments	E	✓	✓	
18	Has a sound knowledge of strategies to enhance teaching and learning opportunities within schools	E	✓	✓	
19	Understanding and experience of Performance Management and accountability in a school	E	✓	✓	✓
20	A profound commitment to the vision and ethos of the school and the maintenance of excellent standards	E	✓	✓	✓
21	A commitment to equality and diversity	E	✓	✓	✓
22	High standards of integrity and a positive role model for students, staff, parents, and the wider community	E	✓	✓	✓
23	Appropriate behaviour, attitude, and commitment towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience • Constructive attitude to use of authority and maintaining discipline 	E	✓	✓	✓
D	PERSONAL SKILLS AND ATTRIBUTES	E/D	A	I	R/P
24	Stamina, resilience reliability and integrity	E	✓	✓	✓
25	An understanding of the value of a successful work life balance for self and others	E	✓	✓	
26	A high level of interpersonal skills with the ability to empathise with different points of view and win respect	E	✓	✓	✓
27	Ability to motivate and inspire others	E	✓	✓	✓
28	Persuasive and confident in a range of different environments	E	✓	✓	✓
29	Aware of opportunities for teaching and learning presented by new technologies	E	✓	✓	✓
20	Full driving licence, or access to mobility support	E	✓		✓
21	Effective financial and resource management skills	D	✓	✓	✓

	Job Holder	Line Manager
Name		
Signature		
Date		