



PERSON SPECIFICATION

JOB TITLE: DEPUTY HEAD OF DEPARTMENT. GRADE: MPS/UPS; TLR 2C

Note to Applicant: In your application, you should provide evidence of meeting all points on the person specification.

CRITERIA	KNOWLEDGE AND SKILLS	METHODS OF ASSESSMENT
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status. • Degree in relevant subject. • Recent participation in relevant CPD and a desire to develop leadership skills. • Knowledge of child protection guidelines and practices. 	<p>A A A & I A & I</p>
Experience	<ul style="list-style-type: none"> • Teaching English to secondary aged pupils in an 11-18 school, providing for educational needs across the ability range. • Leading, motivating and managing a team with a proven track record in these areas • Teaching and developing the relevant curriculum. • Excellent subject knowledge. • Effective classroom management. • Working co-operatively as part of a team. • National curriculum subject requirements. • Management and development of effective teaching and learning strategies. • To have a 'whole school perspective' • Statutory Requirements eg: health and safety. 	<p>A & I A & I A & I A & I A, I & O A & I A & I A & I A & I A & I</p>
Skills/Abilities	<ul style="list-style-type: none"> • Skilled communicator and effective listener • High order interpersonal skills and excellent oral and written communication skills • Excellent self-management skills in time management, prioritising, planning, preparation and delivery; ability to work to and keep deadlines • The ability to motivate staff and pupils whilst inspiring and giving respect • To enjoy working with young people and have high expectations of them with good standards of discipline • Ability to lead and develop a team. • Ability to strategically plan the work of the Department. • Knowledge of and ability to meet the professional standards. • Be able to articulate a clear vision for progression within the subject. • Be able to enhance and raise pupil attainment in subject area. • Be able to display a range of teaching styles. • Share our schools' attitude to the use of authority and maintaining discipline. • An understanding of the needs of our students. 	<p>A, I & O A, I & O A & I A, I & O A, I & O A & I A & I A & I A & I A & I A, I & O A & I A & I A, I & O</p>

CRITERIA	KNOWLEDGE AND SKILLS	METHODS OF ASSESSMENT
	<ul style="list-style-type: none"> • Understand how to raise achievement. • Be able to use data in order to identify strengths and weaknesses, and act upon this • An appropriate range of personal qualities eg: determination, patience and flexibility. • Be able to play a full part in the life of our school community, to support our distinctive mission and ethos and to encourage staff and students to follow this example. • Share our commitment to the development of the whole child. 	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p> <p>A & I</p>
Commitment	<ul style="list-style-type: none"> • Share our school's commitment to safeguarding and promoting the welfare of children and young people. This includes the ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Share our school's commitment to equal opportunity. • Be committed to your own CPD and personal growth 	<p>A, I & O</p> <p>A & I</p> <p>A & I</p>
Other	<ul style="list-style-type: none"> • An enhanced DBS with barred list check is required for this post 	<p>A & I</p>