

**PERSON SPECIFICATION**

**POST: HEAD OF DEPARTMENT FOR PERSONAL, SOCIAL, HEALTH & CITIZENSHIP EDUCATION (PSHCE)**

|  |  |
| --- | --- |
|  | **EVIDENCE** |
| **QUALIFICATIONS AND TRAINING** |  |
| 1. Qualified teacher status
 | Application form |
| 1. Graduate
 | Application form |
| 1. Post graduate study or qualification (desirable)
 | Application form |
| 1. Leadership qualification or study (desirable)
 | Application form |
| **EXPERIENCE** |  |
| 1. Secondary teaching experience
 | Letter, Interview, References |
| 1. Proven track record as an excellent classroom practitioner
 | Letter, Interview, References |
| 1. Working cross curricular
 | Letter, Interview, References |
| 1. Liaison with community partners
 | Letter, Interview, References |
| 1. Experience of leadership within a relevant department
 | Letter, Interview, References |
| 1. To have taught the subject at KS3, KS4 and KS5 across whole ability range
 | Letter, Interview, References |
| **KNOWLEDGE** |  |
| 1. Ability to use the principles of assessment to promote learning
 | Letter, Interview, References |
| 1. An understanding of how data can be used to enable all students to achieve their fullest potential
 | Letter, Interview, References |
| 1. Understand how to improve student achievement through well-structured, inspiring teaching, monitoring attainment, target setting and mentoring students.
 | Letter, Interview, References |
| **SKILLS AND ABILITIES** |  |
| 1. An excellent practitioner
 | Letter, Interview, References |
| 1. Ability to lead and inspire
 | Letter, Interview, References |
| 1. Ability to develop an effective team
 | Letter, Interview, References |
| 1. Ability to initiate, develop, implement and monitor policies
 | Letter, Interview, References |
| 1. Ability to mentor and develop skills in others
 | Letter, Interview, References |
| 1. Ability to motivate staff and pupils
 | Letter, Interview, References |
| 1. Ability to effectively collect, analyse and evaluate data
 | Letter, Interview, References |
| 1. Ability to plan a scheme of work linked to programmes of study
 | Letter, Interview, References |
| 1. Good oral and written skills
 | Letter / interview |
| 1. Be equally literate and numerate, including in the use of ICT
 | Letter/Interview/References |
| 1. Ability to employ and contribute to the development of a range of teaching and learning styles.
 | Letter / references |
| 1. Ability to plan, deliver and monitor effective intervention
 | Interview/references |
| 1. Ability to improve learning and teaching across the whole school
 | Interview/references |
| 1. Ability to work collaboratively as part of a team
 | References |
| 1. Ability to manage student behaviour firmly, effectively, positively, commanding respect from students, staff and parents.
 | Interview / references |
| 1. Willingness to contribute to our wide extra-curricular programme
 | Letter/interview |
| **ATTRIBUTES** |  |
| 1. Ambitious for students, school, colleagues and self
 | Letter, Interview, References |
| 1. Committed, open and honest with high standards and expectations of self and others
 | Interview / references |
| 1. Be committed to equal opportunities and success for everyone in a high achieving school
 | Letter / references |
| 1. Have a sense of proportion and humour
 | Interview / references |
| 1. Be committed to safeguarding and promoting the welfare of students
 | Interview |