

**PERSON SPECIFICATION**

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

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|  | **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 |