

Person Specification – Head of Department

	Essential	Desirable
Qualifications	Qualified teacher status Good Degree (or equivalent) in a relevant subject Evidence of committing to Continuing Personal Development	Additional educational qualification(s), such as an M.Ed Middle Leadership qualification, such as NCSL MLDP Evidence of continuous INSET and commitment to further personal development
Relevant experience	Successful experience as a leader of a curriculum or pastoral area, with an understanding of the moral importance and accountability in the role Experience in embedding curriculum developments that have resulted in raised attainments and excellent student progress Successful and relevant secondary teaching experience, across all key stages, demonstrably improving student performance Experience of monitoring and giving accurate feedback to colleagues, including observation of teaching, resulting in improved outcomes.	Experience of leading and managing other team members/members of staff to improve their practiced and/or performance or when managing conflict
Knowledge and understanding	Excellent subject knowledge and skills as a classroom practitioner Knowledge of current curriculum and pedagogical developments in both your teaching subject and across the wider curriculum Understanding of relevant equal opportunities, health and safety and safeguarding guidance and	

	legislation, and with commitment to keeping up to date with legislative changes affecting schools Knowledge of the regulations around safeguarding and how to address any issues that might arise Be able to demonstrate emotional resilience when facing difficult or challenging situations when working with children and colleagues Commitment to the School's ethos and aims	
Skills and aptitudes	Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject Creative, flexible and open to new ideas to promote teaching and learning to the highest standards Excellent organisational and time management skills Excellent oral and written communication skills Ability to plan, assess and evaluate strategic plans and undertake data analysis Proven ability to motivate, inspire and manage staff and students Ability to establish, lead and develop positive working relationships with students, parents, staff, Governors and local community, setting appropriate personal but professional boundaries Ability to create and develop an ambitious vision for the highest achievement of students and colleagues	Ability to report to and work with other stakeholders such as Governors, the LA and other external advisors or agencies Ability to successfully implement change, involving and consulting students, parents, staff, Governors and others
Special Requirements	Enhanced DBS clearance Compliance with all School and Trust policies, with a willingness to engage in extra-curricular activities and take responsibility for professional development	