

SELLY PARK GIRLS' SCHOOL

PERSON SPECIFICATION

TITLE OF POST: HEAD OF SCIENCE DEPARTMENT (MPS/UPS + TLR1)

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • QTS status. • Qualification to the equivalent of degree level in a relevant subject. 	<ul style="list-style-type: none"> • Further relevant qualification in science. 	<ul style="list-style-type: none"> • Evidence of paper qualifications.
Work related experience and associated skills	<ul style="list-style-type: none"> • Drive and ambition to strategically lead a core subject and with the vision of excellence. • Ability and desire to lead and inspire a team of highly qualified and hard working science teachers. • Ability and skill to develop (and retain) talented science teachers especially those relatively new to the profession. • Experience of working in a classroom environment. • Willingness to develop links with other schools and the local science Hub in a bid to improve the experience and outcomes for all students. • Expertise in the knowledge and understanding of science at KS3 and KS4, and a firm understanding of strategies that improve understanding. • Excellent classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students. • Ability to encourage and maintain an excellent standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management. • Ability to use appropriately a range of teaching and learning strategies for classes and the whole cohort which stimulate, challenge, engage and secure the highest outcomes possible. 	<ul style="list-style-type: none"> • Ability to use research evidence to inform and improve teaching. • Experience of setting, monitoring and evaluating performance management targets for colleagues. 	<ul style="list-style-type: none"> • Evidence of being a key stage coordinator or science lead teacher. • Application form will have paragraph on how experience fits person specification. • Evidence, from teaching a one hour lesson to a KS3/KS4 class, of relationships, class management, teaching and learning strategies, and ability to engage students. • Interview questions on teaching and learning strategies, interventions, assessment of student work and its use and communication, and classroom management.

	<ul style="list-style-type: none"> • Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each students' attainment and progress, and to plan future lessons. • Ability to reflect and evaluate own practice. • Experience of observing others and giving constructive and diagnostic feedback. • Ability to differentiate tasks appropriately. 		
Specialist knowledge and understanding	<ul style="list-style-type: none"> • Excellent knowledge and understanding of the knowledge, concepts and skills in teaching science. 	<ul style="list-style-type: none"> • Able to make good use of ICT as a learning resource. • Knowledge of how to give positive and targeted support to students with special educational needs. 	<ul style="list-style-type: none"> • Application form will have paragraph on how experience fits person specification. • Interview questions will test specialist knowledge.
Personal skills and attributes	<ul style="list-style-type: none"> • Determination to encourage the highest quality of learning experience for all students. • Determination to secure the highest outcomes for all students. • A commitment to equal opportunities. • Ability to establish good and productive working relationships, and work well in a team. • Individuals have a responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with. • Ability to communicate effectively to staff, students, parents, orally and in writing. • Ability to meet deadlines. • Able to empathise with young people and yet be firm, fair and consistent when dealing with them. • Excellent attendance and punctuality. • Ability to work in and to lead a team. • Enthusiasm, personal dynamism, and stamina. • Sense of humour and perspective. • Ambition. • Personal presence. 	<ul style="list-style-type: none"> • Ability and willingness to offer extra-curricular activities. 	<ul style="list-style-type: none"> • Evidence from the taught lesson of enthusiasm, empathy with young people, communication. • Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons. • Ability to communicate effectively in the application form and at interview will be used as evidence on communication. • Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification).

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff & volunteers to share this commitment. As part of our recruitment process we collect and process personal data relating to job applicants. We are committed to being transparent about how we collect and use that data, meeting data protection regulations and in line with GDPR compliance. We are a socially inclusive and equal opportunities school and committed to actively promoting equal opportunities for all our students and staff.