**Person Specification**

**Head of Department**

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|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher Status * A good related Degree | * Experience of A’ Level teaching |
| Experience | * Proven skills in working with a wide range of pupils * Leadership responsibility at a Key Stage * Understanding of emotional intelligence and motivational skills in team leadership and development * Skills of monitoring review and evaluation to inform strategic planning and development practice and promote high levels of achievement | * Experience of professional development and training in Leadership and Management |
| Skills and Knowledge | * High level teaching and organisation skills * Sound understanding of current issues relating to the subject * Good time management skills * Good interpersonal and communication skills | * Good ICT skills * Evidence of continuing development of skills and knowledge as a subject teacher and team leader * Understanding of strategies for raising the achievement of students of all aptitudes and abilities |
| Curriculum | * Knowledge of current curriculum developments including assessment for learning * Ability to plan and prepare schemes of work for all key stages | * Knowledge of baseline assessment and value added measures * Understanding of new skills-based curriculum at KS3 and developments in 14-19 education |
| Relationships | * Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people * Evidence of ability to create a challenging and effective learning environment * A belief in comprehensive education, commitment to equal opportunities , involving parents, Governors and the local community | * Ability to build good relationships with parents and the wider community to provide information about the curriculum and harness support for raising achievement. |
| Other key qualities | * A good attendance record and punctuality * A sense of humour and a passion for teaching * Enthusiasm for working with children and young people * A good level of personal organisation * Ability to put things in perspective * Ability to both lead and work as part of a team | * A commitment to distributed leadership * A candid but compassionate approach to all working relationships * An understanding of our inclusive ethos and commitment to caring for all members of the school community |
| Work Related Circumstances | * This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. |  |