SHIRELAND
COLLEGIATE ACADEMY TRUST

Person Specification – Head of Mathematics

Category	Essential	Desirable	Method of Assessment
Physical	• Smart business-like appearance		Application Form
Qualifications	• Graduate • Qualified Teacher Status • Evidence of appropriate CPD related to teaching and learning.	•	Application Form and Interview
Experience	• Proven track record of raising and maintaining high educational standards in Mathematics. • Successful experience of teaching students of all abilities. • Experience of leadership within a Mathematics team.	• Evidence of innovative practice. • Successful experience of coaching staff to raise performance.	Application Form and Interview
Training	• Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.	•	Application Form and Interview.
Special Knowledge	• Good knowledge of the national curriculum for Maths and relevant schemes of work • Ability to use and understand assessment data • Familiar with effective learner progress intervention strategies • Good knowledge of the national strategy for secondary education • Good understanding of how to develop skills and attributes in students • Good understanding of the assessment processes at KS3, 4 and 5 and how to use these to support planning and raise student attainment • Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged • Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques	• Ability to use and understand assessment data. • Familiar with effective learner progress intervention strategies.	

	• Excellent understanding of what constitutes effective teaching and learning • Familiarity with the new Ofsted Framework.		
Circumstances	• Commitment to raising achievement across all key stages • Evidence of successful lesson planning, delivery and evaluation • Development in colleagues of a range of teaching and learning styles • Excellent classroom teacher • Sets high expectations of all students • Ability to create an effective learning environment.	•	
Disposition	• The capacity to consistently perform to a high level of success and act as a role model for other professionals • Ability to engage, motivate, enthuse and support colleagues • Self-motivated with an ability to use own initiative • Well-developed interpersonal and social skills • A passion for education and making a difference • Ability to meet deadlines • Enthusiastic and always positive • Practice leadership at all levels • Inspire others through working in teams • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding.	• Charismatic and inspirational • Good sense of humour.	
Practical and Intellectual Skills	• Commitment to safeguarding children and young people. • Proven track record of raising and maintaining high educational standards • Successful experience of teaching students of all abilities • Excellent communication skills orally and written • Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions • The capacity to make decisions based on sound judgements	• Experience of preparing and leading training sessions • Ability to teach to A Level.	

	• The capacity to form positive learning-centred relationships with other professionals at different stages in their careers • Successful experience of coaching staff to raise performance • Successful experience of working with other departments to improve performance • Skilled in using tracking data to plan and implement successful intervention.		
Legal Requirements	• Enhanced Disclosure and Barring Service (DBS) Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.	•	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.