

# Person Specification: Head of Maths

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Professional understanding of inclusion and strategies for engaging all learners</li> <li>Professional understanding of safeguarding within a school setting</li> <li>Ability to write reports, keep accurate records and communicate effectively</li> <li>Knowledge and understanding of current issues relevant to the curriculum</li> <li>Good understanding of effective ways to facilitate learning and formative use of assessment</li> <li>Ability to work well with a range of audiences, including parents/carers and other professionals</li> <li>Ability to use a positive approach to promote learning and excellent behaviour</li> <li>Confident and competent in the use of ICT</li> <li>Ability to lead and manage a team</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to developing subject knowledge through subject specific research</li> </ul>
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>Committed to enabling all students to achieve high standards</li> <li>Able to deliver consistently 'Outstanding' outcomes.</li> <li>Ability to use assessment and progress data to drive improvement</li> <li>Able to process data to identify key groups of underperforming students in each key stage and create actions plans to facilitate improvement</li> <li>A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress</li> <li>Committed to further developing teaching skills through professional development and learning</li> <li>Understanding of skills needed to lead a team and inspire and motivate staff</li> </ul>	<ul style="list-style-type: none"> <li>Committed to further developing teaching skills through CPD / training etc.</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Teaching the full ability range across Key Stage 3-4.</li> <li>Evidence of well-developed planning, organisational and resource management skills</li> <li>Evidence of preparing and delivering high quality lessons, using a range of teaching and learning strategies</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading a team</li> <li>Experience of lesson observation and feedback</li> <li>Experience of leading others to achieve outstanding outcomes through improved teaching and intervention</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>A degree</li> <li>QTS status</li> </ul>	
<b>ABILITIES</b>	<ul style="list-style-type: none"> <li>Able to work as a member of a high performing team</li> <li>Able to initiate improvement and monitor high educational standards; improving the standards of teaching in others</li> </ul>	

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ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	<ul style="list-style-type: none"> <li>• Able to actively support the Academy's high expectations of behaviour and attitudes to learning.</li> <li>• The ability to develop effective communication with students, colleagues and community members.</li> <li>• Able to demonstrate leadership qualities by supporting the development of others</li> </ul>	
<b>PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Has a Federation mind-set and keen to collaborate with Federation colleagues</li> <li>• Able to inspire and motivate young people</li> <li>• Has high expectations of self and students</li> <li>• Reliable, punctual and responsible</li> <li>• Able to release potential in others, quick to acknowledge fault and quick to recognise the achievement of others</li> <li>• Strong personal resilience and positive mindset</li> <li>• Able to remain calm under pressure and make good decisions</li> <li>• Keen to develop leadership skills</li> <li>• Puts a high value on treating others with respect and courtesy</li> <li>• Committed to inclusion</li> <li>• Shows humility and cares about what they do – committed to increasing the life chances of young people</li> </ul>	<ul style="list-style-type: none"> <li>• A willing contributor to the development of the Team and the Academy</li> </ul>
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• An understanding of, acceptance and commitment to the fundamental principles of equal opportunities.</li> <li>• Able to work in a way that promotes equality of opportunity and respect for diversity.</li> <li>• Proactive and passionate about equality, diversity and inclusion.</li> <li>• Ability to communicate effectively with people from a variety of backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a variety of cultural and social contexts</li> </ul>
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.</li> <li>• Able to work in a way that promotes the safety and well-being of children and young people.</li> <li>• This role involves working with children on a daily basis and is therefore in regulated activity.</li> </ul>	