**Person Specification**

**Head of Maths (TLR 1D)**

**With the potential to join the Leadership Team**

The Futures Trust and Stoke Park School are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

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| **Responsible to** | Headteacher |
| **Grade** | Qualified Teacher plus TLR 1D £14,732 Or Leadership Scale |
| **Hours** | Full time |
| **Location** | Based at Stoke Park School with a requirement to travel to undertake work at or for academies within the Trust |

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|  | **Essential Criteria** | **Desirable Criteria** | **Measured By** |
| **Education and qualifications** | * Graduate and qualified teacher status. * Specialism in Maths * Evidence of continued professional development at leadership level * Commitment to ongoing professional development and improvement |  | Application Interview Reference |
| **Skills and**  **abilities** | * Able to follow the school’s safeguarding procedures and recognise when to report any concerns * An excellent classroom practitioner with excellent knowledge of effective strategies to raise achievement and excellence in teaching and learning * Able to show clear evidence of impact of their teaching on student progress consistently over time * An excellent role model - leading by example and providing support and challenge for others * The ability to think and act strategically at whole school level with a clear vision for raising standards * Ability to drive a no excuses and can-do culture * Analytical and strategic outlook used to drive up standards and impact on all pupil outcomes * The ability to challenge, influence and motivate others * Excellent interpersonal skills and professional presence. * The ability to manage student behaviour, attitudes promoting positive aspirations whilst maintaining mutually respectful relationships. |  | Application Assessment Interview Reference |
| **Experience** | * Successful and proven track record of innovation and leading change with a demonstrable impact on school improvement * A record of sustained progress in learning, with improved outcomes for students * Experience of or evidence of capacity to adapt to and embrace change successfully. * Successful line management of key areas of responsibility and holding others to account * Experience of deploying quality assurance programmes and holding staff to account * Experience of effectively working with others including parents, governors and external agencies * Evidence of coaching staff successfully | * Of being Head of Department / an Assistant Head with evidence of improvement | Application Interview Reference |
| **Knowledge and understanding** | * Up-to-date knowledge and understanding of key educational issues and National agenda. * A clear understanding of the teaching standards and a consistent approach to ensuring they are being met by all colleagues | * Understanding of change management and impact on environment | Application Assessment Interview Reference |
| **Other requirements**  **Other requirements continued** | * A professional role model who is committed to their own professional development and to developing others * Strong commitment to the vision, values and ethos of the school * A positive, professional role model for staff and students, with high expectations of themselves and others * Commitment and dedication to school improvement – with energy, drive and a sense of purpose * Willing to go above and beyond. * An effective self-manager and independent worker, who can prioritise, meet deadlines and adapt as required with the capacity to work well under pressure * Decisive, fair, consistent and focused on solutions * Reliable, honest and trustworthy, demonstrating the highest professional standards * Integrity in relation to their own and the school's practice * Enthusiastic and hard-working * Empathetic and emotionally intelligent * Able to demonstrate resilience and perseverance * Reflective and self-evaluative – individually and within the context of a team * Flexible and adaptable to suit the school’s needs * Creative and innovative, a good listener and communicator with a warm sense of humour * Able to maintain focus and perspective at all times * A passion for helping young people develop, learn and * Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It’s about Learning, No Barriers. * Able to work calmly under   pressure and withstand stress   * Able to work flexibly, and to   attend meetings as required |  | Application Interview Reference  Application Interview Reference |

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| **Person specification reviewed by: Natalie Rock, Head of School**  **Date: January 2023** |