**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 ReferenceApplication Interview Reference  |

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