

PERSON SPECIFICATION: HEAD OF DEPARTMENT

	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> qualified teacher status (A,D) degree in relevant subject (A,D) experience of leading a 'team' and being involved in successful initiatives or sharing potential (A,I) 	<ul style="list-style-type: none"> a good honours degree (A,D) evidence of recent relevant professional development (A,D) Health and Safety (A,D)
Experience	<ul style="list-style-type: none"> of being an outstanding classroom teacher (A,I) of teaching at KS3, KS4 or KS5 in a relevant subject (A,I) of understanding and interpreting data (A,I) of curriculum and assessment development (A, I) 	<ul style="list-style-type: none"> of contributing to the leadership and management of the school (A,I)
Knowledge and Understanding	<ul style="list-style-type: none"> of National Curriculum at KS3, KS4, KS5 (A,I) of how children learn (A,I) of safeguarding best practice (I) of assessing student performance and setting targets for future attainment (A,I) of using a wide variety of teaching and learning strategies across the key stages (A,I) 	<ul style="list-style-type: none"> of promoting positive relationships within the wider community (A,I) of cross-curricular activities (I) of working with external agencies who support the emotional, social and behaviour welfare of young people (A,I)
Skills	<ul style="list-style-type: none"> to organise, plan, prioritise workload and solve problems (A,I) to have excellent verbal and written communication (A,I) to enthuse and work with children of all ages, 	<ul style="list-style-type: none"> to value equality and diversity and the unique contribution each individual makes to the learning community (I) to offer contributions to whole

	<p>abilities and aptitudes (A,I)</p> <ul style="list-style-type: none"> • to work effectively as a tutor and involvement in the delivery of PSHE & citizenship (A,I) • to mentor and coach team members (A,I) 	<p>school/extracurricular activities (I)</p>
Other	<ul style="list-style-type: none"> • to be flexible and enthusiastic about subjects (I,R) • to promote the vision and ethos of the organisation (I) • to insist on high standards (I,R) 	<ul style="list-style-type: none"> • to be willing to learn new skills (I) • to have high standards of personal performance and appearance (A,I)

Key (assessment and testing):

A - Application Form

I - Interview

R - Reference

D – Documentation

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

Motivation to work with children and young people.

Ability to form and maintain appropriate relationships and personal boundaries with children and young people.

Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.
