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| Role Profile | Subject Leader |
| Job Purpose | Provide professional leadership and management of their subject area(s) in order to secure high quality teaching, the effective use of resources and Improved standards of learning and achievement of all students |
| Accountabilities(Actions) | Strategic Direction to develop and implement policies and practices for the subject areas which reflect the school's commitment to high achievement and which are consistent with national and school strategies and polices establish short, medium and long-term plans for the development and resourcing of the subject monitor the progress made in achieving subject plans and targets, and evaluate the effects on teaching and learning to proactively contribute to the evidence based research ethos in classroom and leadership practice in order to raise standardsTeaching and Learning provide guidance on a choice of appropriate teaching and learning methods develop and Implement systems by recording individual pupil's progress ensure schemes of work are developed appropriately evaluate the quality of teaching and standards of achievement, setting targets for improvementLeading & Managing staff recruit and select teaching and support staff develop subject teams and individuals to enhance performance plan, delegate and evaluate work carried out by team(s) and individuals* create, maintain and enhance effective relationships

Resource Management secure and allocate resources to support effective learning and teaching within the subject area(s)* monitor and control the use of resources

Children and Young People be held accountable for promoting and safeguarding the welfare of children and young people you are responsible for, or come into contact with manage/maintain a safe working environment for all |
| Knowledge andSkills | Heads of department should demonstrate knowledge and understanding of:school improvement and effectiveness strategies including the process of school self-evaluation processes and systems for quality assurance within subject area(s) principles and practices in relation to managing learning and teaching, people, policy and planning, resources and finance principles and practices of effective leadership and management of change The application of information and communications technology (ICT) to learning, teaching and management of the subject area(s) principles of curriculum planning financial planning, stock inventory and resource planning |
| PersonalQualities | Self awarenessEmotional self-awareness Accurate self-assessmentSelf-confidence | Social awarenessEmpathyOrganisational awarenessCreativity and Vision Service awareness |
|  | Self managementEmotional self-controlTransparencyAdaptabilityAchievement orientationInitiative Optimism | Relationship managementDeveloping othersInspirational leadershipChange catalystInfluenceConflict managementTeam work and collaboratlon |
| Safeguarding and welfare of children | In addition to the candidate's ablllty to perform the duties of the post, the Interview will also explore Issues relating to safeguarding and promotlng the welfare of children Includlng: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 |

The Westwood Academy is committed to safeguarding and promoting the welfare of children and young people and expects our staff and volunteers to share this commitment.