

Person Specification – Head of Physics

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A degree in Biology, Chemistry or Physics.
2	A DCSF recognised and relevant teaching qualification.
3	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
4	Recent understanding/experience of teaching Biology / Chemistry / Physics at Key Stage 3 and 4.
5	A good knowledge and understanding of Biology / Chemistry / Physics areas and relevant curricula/frameworks.
6	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
7	Good written communication skills.
8	Evidence of relevant and ongoing professional development and training (not applicable for an NQT).

Desirable

9	A BA/BSc Degree related to the subject area or relevant in depth knowledge of the subject area.
10	Other interests/expertise that would benefit learners and the school.
11	Able to teach across Key Stage(s).

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Have positive values, attitudes and have high expectations for learners.
5	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
6	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including sharing effective practice.
7	Able to plan, organise and prioritise and manage time effectively.
8	Good verbal and interpersonal skills.
9	Able to use ICT knowledge and skills in the learning environment.
10	Have positive values, attitudes and have high expectations for learners.

Desirable

11	A willingness and / or ability to teach across the secondary age range.
12	Willing and able to contribute to extra curricular activities.
13	Willing and able to contribute to whole school development initiatives / school improvement planning / self evaluation.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with students	No
Application	Yes	References	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau.
2	Additional criminal record checks if the applicant has lived outside the UK.
3	List 99 and/or POCA List (residential establishments only) check.
4	Qualified Teacher Status with professional registration with the General Teaching Council for England.
5	Two references from current and previous employers (or education establishment if applicant not in employment).
6	Medical clearance.
7	A good attendance and punctuality record.