|  | **Head of PSHE – CRITERIA** | **E**ssential / **D**esirable |
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| **Work related circumstances – professional values and practices of The Bishop Fraser Trust** | High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements | E |
| Ability to build and maintain successful relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners | E |
| Commitment to the Trust’s Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the students with whom they work | E |
| Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice | E |
| Able to liaise sensitively and effectively with parents and carers recognising their role in student learning | E |
| Able to improve their own practice through evaluations and discussion with colleagues. | E |
| Flexible with an ability to be able to embrace and generate change | E |
| **Personal Qualities** | Self-motivated and personally resilient | E |
| High levels of personal integrity, discretion, honesty, reliability and self-awareness | E |
| Conscientious and diligent work ethic | E |
| High standard of personal presentation with an excellent attendance and time-keeping record | E |
| Exacting standards, with high levels of attention to detail and accuracy | E |
| Patience, kindness and understanding | E |
| **Professional Dispositions** | Pro-active in using initiative | E |
| The ability to meet and greet visitors, staff and students warmly, confidently and professionally, focussed on meeting customer needs and satisfaction | E |
| Maintains a positive outlook at work | E |
| Willingness to take a hands-on approach as necessary | E |
| Flexibility, on occasions and within reason, in approach to working hours | E |
| **Qualifications** | Qualified Teacher Status | E |
| Honours degree in a relevant discipline | E |
| A higher degree | D |
| An awareness and ability to work within the rules of relevant policies, legislation and good practice relating to schools, particularly Data Protection, Child Protection and Safeguarding | E |
| **Experience** | Ability to teach PSHE up to KS5 | D |
| Interest in research and development ideas, especially in teaching and learning | D |
| **Skills and Knowledge** | An optimistic, positive and encouraging colleague as a member of the staff team | E |
| Work effectively as part of a team and understand classroom, department and school roles and responsibilities | E |
| Make effective use of ICT to support learning | E |
| Committed to the safeguarding and well-being of all pupils | E |
| Valuing Diversity – listen to, support and respect contributions from all pupils and colleagues without prejudice. | E |
| **Safeguarding of Children and Young People** | Ability to form and maintain appropriate relationships and personal boundaries with children and young people | E |