



## Person Specification Subject Leader

Criteria	Qualities
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status (QTS)</li> <li>• Degree in relevant subject area</li> <li>• Evidence of engagement in sustained professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching experience across Key Stages relevant to the subject</li> <li>• Experience of helping students secure excellent outcomes and sustained progress</li> <li>• Experience of successfully leading, managing, or influencing others</li> <li>• Experience of supporting colleagues to improve teaching practice</li> <li>• Experience of using data to inform teaching and raise attainment</li> <li>• Experience of developing, implementing, and evaluating improvement plans</li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Expert subject knowledge and understanding of the national curriculum</li> <li>• Strong understanding of effective teaching, learning, assessment, and feedback</li> <li>• Secure understanding of how to use data to monitor and improve student progress</li> <li>• Awareness of current educational developments and national priorities</li> <li>• Knowledge of safeguarding requirements (e.g. KCSIE, Prevent)</li> <li>• Understanding of inclusion, SEND, and strategies to support diverse learners</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent teaching skills and ability to model outstanding practice</li> <li>• Ability to inspire, motivate, and influence staff and students</li> <li>• Ability to lead, manage, and develop a team effectively</li> <li>• Strong coaching and mentoring skills</li> <li>• Excellent communication and interpersonal skills</li> <li>• Ability to build and sustain effective working relationships</li> <li>• Strong organisational skills with the ability to prioritise and work under pressure</li> <li>• Ability to analyse data and implement effective intervention strategies</li> <li>• Strong behaviour management and commitment to high standards</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to continuous improvement and professional development</li> <li>• Commitment to achieving the best outcomes for all students</li> <li>• High expectations of self and others</li> <li>• Resilient, proactive, and solution-focused approach</li> <li>• Commitment to promoting the ethos and values of the school</li> <li>• Collaborative and team-oriented</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Strong commitment to safeguarding, equality, and inclusion</li> </ul>