



## Bexley Grammar School

### Head of Department - Person Specification

	ESSENTIAL	DESIRABLE	HOW ASSESSED
<b>QUALIFICATIONS AND TRAINING</b>	Qualified Teacher Status (QTS) A first degree or equivalent	Good honours graduate qualification Evidence of continued CPD in relevant subject area and/or management/leadership	Application
<b>PROFESSIONAL EXPERIENCE AND KNOWLEDGE</b>	Substantial experience of teaching Successful strategic leadership experience in a secondary school	Successful experience of raising standards for students beyond one's own classroom	Application, references and interview
<b>PERSONAL QUALITIES AND ATTRIBUTES</b>	To be able to prioritise, plan and organise effectively To be approachable with good interpersonal communication skills both verbally and in writing To be able to relate empathetically to students, staff and parents To be able to promote the values, culture and ethos of the school	To demonstrate strong analytical skills To use sound judgement to anticipate and to resolve conflict and issues To be proactive, innovative and versatile with a high level of drive, energy, enthusiasm and a sense of humour A commitment to and evidence of promoting diversity and equal opportunities	Application, references and interview
<b>LEADING TEACHING AND LEARNING</b>	An outstanding classroom teacher with the ability to monitor and evaluate performance, celebrate excellence and challenge poor performance	Successful experience of curriculum development Successful experience of the implementation of effective assessment procedures	Application, references and interview

	<p>Successful experience of positive behaviour management and developing a student-focused, inclusive and effective learning environment</p> <p>To be a role model with a professional approach that inspires the confidence, trust and respect of the school community</p> <p>To show a commitment to raise standards, promote equality, respect diversity and challenge stereotypes to promote the rights of children and young people</p>	<p>Experience of ICT and its potential to enhance learning in addition to, interpreting and analysing data</p> <p>Evidence of achieving a safe, secure and healthy school environment</p> <p>Successful experience of effective resource management to achieve educational priorities and ensure efficiency and value for money</p> <p>Demonstrable experience of developing effective partnerships and involvement in wider networks</p>	
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