



Carlton le Willows
Academy

Person Specification – Programme Leader for Psychology and Criminology

Criteria	Essential	Desirable	How Identified
Qualification Training	<ul style="list-style-type: none"> First degree or equivalent in the relevant subject(s) Recognised teaching qualification (QTS) 	<ul style="list-style-type: none"> Higher degree or other professional qualification Recent and relevant professional development 	Application form
Knowledge Experience	<ul style="list-style-type: none"> Excellent knowledge of the subject with recent and relevant experience of teaching and assessment across the age and ability range up to 'A' level Experience in using ICT to promote effective learning Experience of effective implementation of positive behaviour management strategies. Experience in writing and implementing schemes of work. Knowledge of current educational developments/national strategies (e.g. APP, AfL, LAL). Experience in the use of data to track pupil performance and raise attainment Experience of successful leadership or involvement in a subject initiative/whole school development project 	<ul style="list-style-type: none"> Experience of involvement in lesson observations and providing effective feedback. Experience of coaching colleagues in developing their classroom practice. Experience of working with colleagues from the LA or in other phases of schooling Experience as a form tutor. An understanding of target setting and development planning 	Application form Interview References
Skills Abilities	<ul style="list-style-type: none"> A demonstrable ability to provide excellent teaching, using a wide range of innovative teaching and learning strategies. Use student assessment data to match lessons well to ability. A demonstrable ability to bring about positive improvements in achievement and standards. Excellent written and verbal communication skills Show initiative and take appropriate decisions. Work effectively when under pressure 	<ul style="list-style-type: none"> Can judge the quality of learning and teaching. Synthesize, analyze and set appropriate targets Give high quality written and verbal reports appropriate to an audience. 	Application form Interview References
Personal Qualities	<ul style="list-style-type: none"> Enthusiasm and passion for the teaching Record of good attendance and punctuality Having a flexible approach to working practices Can relate well to people - be a good team player. Can motivate students and adults alike. A demonstrable commitment to equal opportunities Stand by principles in the face of criticism and cynicism Can meet deadlines and demonstrate a high level of personal organisation through effective time management and prioritisation 	<ul style="list-style-type: none"> Evidence of involvement in/contribution to activities outside the classroom. A commitment to career development and desire to, in time, seek further promotion 	Application Form Interview References