



ST. MARY'S
MENSTON

Person Specification - Subject Leader

	ESSENTIAL	DESIRABLE/HELPFUL
Education	<ul style="list-style-type: none"> Well qualified graduate in relevant subject. Teaching qualification. 	<ul style="list-style-type: none"> Additional relevant qualifications. Experience of teaching Economics
Experience	<ul style="list-style-type: none"> Experience of using a variety of teaching styles. Work with pupils of secondary age range of all abilities up to A-level. Awareness of ICT applications. Experience of teaching to Advanced level. 	<ul style="list-style-type: none"> Registered or participating in a leadership course, for example NPQ. Experience working in a Catholic school.
Knowledge and Skills	<ul style="list-style-type: none"> Understand how to lead change, creativity and innovation. To be able to model high quality teaching and learning. To be ICT literate, making appropriate use of IT as a teaching and management tool. To have knowledge and confidence in the use of pupil performance data. Understanding of strategies to raise achievement across a Key Stage. Ability to communicate effectively with pupils and staff. Good classroom presence and management. Work effectively as an individual and as part of a team. Well organised with high level of commitment to teaching. 	<ul style="list-style-type: none"> Understanding of strategic planning and processes. An understanding of the relationships between managing performance, CPD and sustained school improvement. To have experience of successful interventions to raise achievement. To be able to work with other adults including outside agencies.

ST MARY'S MENSTON
A CATHOLIC VOLUNTARY ACADEMY

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Headteacher: Miss Margaret Hattersley



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<p>Other</p>	<ul style="list-style-type: none"> • To support and contribute to the school's Catholic Ethos. • To be flexible and versatile and be able to demonstrate excellent communication and interpersonal skills. • To be able to gain the confidence of and have excellent working relationships with colleagues and students. • Ability to work under pressure and meet deadlines. • To be self-reflective, with the ability and desire to improve own performance. • To have high personal standards – dress, conduct and presentation. • To be a professional role model for the school values and ethos. • Commitment to CPD and school procedures in relation to pay progression. • To be fully aware of and understand the duties and responsibilities with regard to Child Protection and Safeguarding in schools and attend appropriate whole school staff training if and when required. 	<ul style="list-style-type: none"> • Practising Catholic. • Ability to contribute to other aspects of school life. • Develop, empower and sustain individuals and teams. • Combine the outcome of regular departmental self-review with external self-evaluation in order to develop the department.
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