

Person Specification
Subject Leader PE

Area	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Good Honours Degree in Physical Education related subject • QTS 	<ul style="list-style-type: none"> • Experience teaching KS4 and 5 GCSE and A Level in addition to BTEC qualifications at KS4/5 • Evidence of further professional development pertinent to the role • NPQML/SL • Experience of leading whole school initiatives
Leadership Competencies		
Providing Strong Leadership	<ul style="list-style-type: none"> • Is able to inspire and lead others to achieve success • Has utmost integrity and leads by example • Develops and implements strategies that enable the faculty to achieve success • Recognised as a leader and role model across the organisation • Analyses and interprets complex information & prioritises with confidence 	
Being Accountable	<ul style="list-style-type: none"> • Is responsible for decisions made, actions taken and the standard of work completed • Participates in the systematic and rigorous self-evaluation of the work of the School • Collects and uses a rich set of data to understand the strengths and weaknesses of the School • Contributes in combining the outcomes of regular faculty self-evaluation with external evaluations to develop the provision 	
Quality Improvement and Compliance	<ul style="list-style-type: none"> • Is evaluative and able to set and achieve high standards for themselves and others: • Leads/delivers creative, progressive provision, personalised solutions successfully to young people • Sees opportunities for improvement • Updates knowledge on policy and practice for quality and compliance, implementing best practice 	
Working with Others	<ul style="list-style-type: none"> • Demonstrates a commitment to own and others' professional development • Fosters an open, fair, equitable culture and manage conflicts effectively • Develops, empowers and sustains individuals and teams • Collaborate and network with others within and beyond the School • Challenge, influence and motivate others to achieve high goals 	
Commitment to the Community	<ul style="list-style-type: none"> • Gains the engagement and commitment of external stakeholders including parents, commissioners and partners • Engages in a dialogue which builds partnerships and community consensus on values, beliefs and shared responsibilities • Recognises and takes account of the richness and diversity of the School's communities • Listens to, reflects and acts on community feedback • Builds and maintain effective relationships with parents, carers, partners and the community, establishing a strong network of contacts that enhance the outcomes for all students and staff 	

Managing Teams	<ul style="list-style-type: none"> • Is able to get the best out of others and can influence and guide others within their team to achieve high performance: • Delegates effectively • Values diversity and uses it to enrich decision making • Demonstrates a commitment to staff development • Regarded highly as a coach and mentor
Personal Development	<ul style="list-style-type: none"> • Is committed to achieving high standards for their own self-development: • Can reflect on self-development needs from a business and personal perspective and address them. • Demonstrates self-belief and personal integrity, with a commitment to openness and inclusiveness • Is committed to self-development and planning a clear course of action for their own future direction. • Has self-awareness and understands own emotions, strengths and limitations