



Person Specification

POST: Head of Subject

RESPONSIBLE TO: Specified Senior Leader (Line Manager)

This Person Specification is not an exclusive list of skills, attributes and experience but sets out the ideal expectations of the Academy in relation to the post. It should not preclude anyone without all the stated expectations from applying for the position.

EDUCATION AND TRAINING

- Qualified Teacher Status (with DCSF number) including Numeracy/Literacy/ICT tests for Newly Qualified Teachers after 2002
- First/Second class degree
- Willingness to continue to develop own expertise (evidenced through Continuing Professional Development)
- Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare and safety of children and young people

TEACHING EXPERIENCE

- Evidence of consistently good or outstanding teaching and learning
- Evidence of good or outstanding classroom management skills
- The ability to use ICT effectively to engage students
- The ability to create effective lesson plans
- An understanding of how to use assessment to inform planning for good teaching and learning
- The ability to differentiate materials to meet the needs of learners
- Experience or the desire to be involved in a curriculum initiative
- Experience or the desire to raise standards of achievement

KNOWLEDGE AND SKILLS

Knows about:

- Strategies for raising achievement and achieving excellence
- Different methods of teaching and learning
- The use of new and emerging technologies to support teaching and learning
- Principles of effective teaching and assessment for learning
- Models of behaviour management
- Strategies for ensuring inclusion and access to the curriculum
- Tools for data collection and analysis

PROFESSIONAL QUALITIES

Is committed to:

- Raising standards for all in the pursuit of excellence
- The entitlement of all students to effective teaching and learning
- Effective working relationships and team working
- Continuing professional development for self and all others

Is able to:

- Demonstrate personal enthusiasm for and commitment to the learning process
- Demonstrate the principles and practice of effective teaching and learning
- Access, analyse and interpret information
- Initiate and support debate about effective learning and teaching
- Acknowledge excellence and challenge poor performance
- Foster an open, fair, equitable and respectful culture and manage conflict
- Collaborate and network with others within and beyond the Academy
- Give and receive effective feedback and act to improve personal performance
- Accept support from others including colleagues, Governors and the TEN Group
- Inspire other staff
- Be an effective role model to more junior staff
- Delegate and distribute leadership effectively
- Think and act strategically and creatively in proposing solutions
- Establish and sustain appropriate structures and systems and monitor them

EXPERIENCE OF EVIDENCE OF SUCCESS**Can demonstrate evidence of:**

- High level of performance with personal teaching groups
- Willingness to embrace new developments
- Commitment to the broader life of the Academy outside the classroom
- Impact of leadership in current role
- Some successful leadership experience of managing change

PERSONAL QUALITIES**Has:**

- A passion for learning and teaching and is committed to inspire the love of learning
- A positive, enthusiastic outlook, embracing risk and innovation
- A sense of humour
- A 'can do' approach and is not prone to negativity
- A realistic and pragmatic understanding of the demands of the teaching profession
- Empathy and good emotional intelligence
- High standards and high expectations of self and others
- Excellent organisational skills – prioritises, keeps calm and thrives under pressure
- Ability to communicate effectively orally and in writing to a range of audiences
- Ability to recognise and celebrate excellence
- A willingness to embrace change
- Resilience, perseverance and optimism in the face of challenges
- Ability to remain calm and effective when under pressure
- Ability to be flexible and adaptable
- Commitment to social justice, equality and excellence
- Commitment to dignity in the work place

REVIEW

This person specification will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder.

Reviewed	January 2016
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