



Subject Leader of Mathematics - Person Specification

Important: In the first instance, applications are assessed against the following criteria: *overall presentation *use of standard English *grammatical accuracy* Where applications do not meet the expected standard, they will be discarded before being matched to the person specification.

Category	Essential	Desirable	Evidenced by
Skills and Experience	<ul style="list-style-type: none"> ➤ Education to Maths [degree level plus teaching qualification] ➤ Expertise in the teaching of Maths including evidence of excellence in own work as practitioner ➤ Clear indications of leadership and managerial potential ➤ Willingness and ability to engage in policy formulation and detailed implementation ➤ Good knowledge and understanding of current issues in learning and teaching including assessment ➤ Strong organisational and classroom management skills ➤ Good ICT, oral and written communication skills ➤ An ability to initiate and manage change and development ➤ An ability to motivate, challenge and support colleagues ➤ An ability to create a safe, supportive and stimulating learning environment for all pupils ➤ Minimum expectation of a good teacher 	<ul style="list-style-type: none"> ➤ Further qualification in Maths and/or evidence of continuing professional development ➤ Experience in a fully comprehensive school across the spectrum of age and ability ➤ Involvement in sharing expertise e.g. within the Maths department and/or through trainee teacher mentoring or in-service training ➤ Evidence of involvement in departmental policy making and implementation ➤ Substantial experience of assessment including target setting and/or value-added analysis ➤ Substantial involvement in Maths or Maths-based events, e.g. exhibitions of students' work, including organisational aspects ➤ Particular strengths in Maths education and/or cross curricular working ➤ Good problem-solving skills ➤ Excellent ICT skills ➤ A commitment to celebrating students' achievements, skills and talents, as well as an ability to tackle problems effectively ➤ An outstanding teacher 	<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview

Knowledge and Experience	<ul style="list-style-type: none"> ➤ Excellent subject knowledge and understanding of the National Curriculum ➤ Recent teaching experience with secondary-age students across Key Stages 3 & 4 with a proven record of success ➤ An understanding of data analysis for effective setting and monitoring of targets ➤ Experience of rigorous self-evaluation impacting on pupil and staff performance 	<ul style="list-style-type: none"> ➤ A strong understanding of Health and Safety issues within an educational setting ➤ Experience of managing a departmental budget 	<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview
Personal Qualities	<ul style="list-style-type: none"> ➤ Ability to communicate well with pupils, parents & staff ➤ Willingness and ability to gain the respect of pupils and departmental colleagues ➤ Enthusiasm and good sense of humour ➤ Flexibility ➤ Excellent writing and oral communication skills ➤ Strong leadership to drive departmental improvements ➤ An effective team worker with an ability to develop and maintain positive relationships with pupils, colleagues and parents ➤ An ability to work effectively under pressure ➤ A sense of humour ➤ A commitment to equal opportunities ➤ Positive references testifying to the above qualities 	<ul style="list-style-type: none"> ➤ Good time-management skills ➤ Perseverance ➤ Potential to go on to head of department post (and beyond) ➤ A flexible approach to tasks ➤ A willingness to contribute to whole-school initiatives ➤ A willingness to be involved in the school as a community and to contribute to extra-curricular activities 	<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview
Child Protection	<ul style="list-style-type: none"> ➤ Commitment to form and maintain appropriate relationships and personal boundaries with young people ➤ Commitment to safeguarding and promoting the welfare of young people 	<ul style="list-style-type: none"> ➤ Understanding of how best to promote the health, safety and well-being of young people 	<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview