



Assistant Head of Faculty Person Specification

The following are essential or desirable characteristics associated with the post above at Ermosted's Grammar School. Evidence will be drawn from the application form and lesson observation, or explored at interview.

	Essential	Desirable
Qualifications Good honours degree in the specified subject or in a closely-related area UK Qualified Teacher Status Evidence of further relevant qualifications or training Evidence of recent professional development	✓ ✓	✓ ✓
Experience Evidence of successful teaching in the specified subject Previous management experience within an educational setting Experience of line management and performance review Knowledge of self-evaluation and development planning Experience of leading, managing and implementing changes to the curriculum Experience in more than one school	✓	✓ ✓ ✓ ✓ ✓
Knowledge Up to date knowledge of the curriculum and current trends or developments Understanding of the statutory requirements relating to each subject area (if any) Familiarity with the requirements of public examinations in each subject area	✓	✓ ✓
Skills An excellent classroom practitioner with a proven record of securing good progress Ability to differentiate teaching to meet the needs of all pupils Excellent leadership and management skills with the ability to think strategically Ability to gather, analyse and interpret data for effective target-setting Proven communication, organisational and interpersonal skills Ability to converse fluently in English An ability to lead and influence others An ability to build positive working relationships with colleagues Ability to use and promote the effective use of ICT An ability to work effectively as part of a team and to work independently	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓
Other Enthusiasm for learning and a passion for teaching High expectations of pupils and their behaviour Ability to work hard, prioritise deadlines appropriately and maintain good humour A willingness to develop the professional skills and knowledge of yourself and others A recognition of the importance of personal responsibility for Health and Safety A demonstrable commitment to equal opportunities Commitment to safeguarding and promoting the welfare of pupils A commitment to the School ethos and selective education in general Ability and willingness to contribute to the wider life of the School, particularly in relation to the creative arts.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.

Ermosted's Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be expected to undergo enhanced DBS clearance.