



Person Specification: Subject Leader		
	Essential Criteria	Desirable Criteria
Strategic direction and development of the school	<ul style="list-style-type: none"> ➤ Experience of developing and implementing whole school policies within the subject area. ➤ Experience of using a range of information and evidence to raise pupil achievement. ➤ Ability to strategically plan a subject area. ➤ Experience of developing and successfully delivering inclusive practice to ensure equal opportunities for all. ➤ Ability to identify realistic and challenging targets for improvement in the subject area. ➤ Ability to ensure that those involved in the delivery of the subject are confident to do so. 	<ul style="list-style-type: none"> ➤ Evidence of involvement with governors, and working in partnership with parents.
Teaching and learning	<ul style="list-style-type: none"> ➤ Exemplary classroom practitioner. ➤ Ability to ensure curriculum coverage continuity and progression in the subject, for all pupils. ➤ Ability to set targets in the subject area using subject levels and GCSE grades. ➤ Experience of self-evaluating the quality of teaching and learning. ➤ Experience of providing support, advice and guidance to colleagues on teaching and learning. ➤ Experience of using inclusive practices to ensure equal opportunities for all in the subject area. 	<ul style="list-style-type: none"> ➤ Teaching experience in the secondary/upper KS2 phase of S.E.N. ➤ Ability to offer other subjects (core) ➤ Experience of implementing the principles and practices in behaviour management and strategies. ➤ Experience of national strategies and their impact on teaching and learning in special education. ➤ Experience of the delivery of the national curriculum within relevant key stage(s) and its assessment tools. ➤ Experience of extending the subject curriculum to develop effective links with the local community.



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Leading and managing staff	<ul style="list-style-type: none"> ➤ Ability to provide subject leadership across the keystage(s). ➤ Ability to conduct an audit and identify priorities for development and training needs within the subject area. ➤ Well developed interpersonal and personnel management skills. ➤ Contribute information to ensure that the Headteacher, senior managers and governors are well informed about subject policies, 	<ul style="list-style-type: none"> ➤ Experience of appraising staff as required by the school policy.
Efficient and effective deployment of staff and resources	<ul style="list-style-type: none"> ➤ Experience of directing, supporting and monitoring the work of staff within the delivery of the subject. ➤ Ability to maintain existing resources and to plan for opportunities for further development. ➤ Ability to use accommodation to create an effective and stimulating environment. ➤ Experience of ensuring that the learning environment is safe and that risks are adequately assessed. 	<ul style="list-style-type: none"> ➤ Experience of resource allocation and budget management.
Professional development	<ul style="list-style-type: none"> ➤ Qualified teacher status. ➤ Evidence of recent and appropriate professional development. ➤ Sound up to date subject knowledge. 	<ul style="list-style-type: none"> ➤ Understanding of the role of the professional portfolio as part of CPD. ➤ Post graduate level qualification in Special Needs. ➤ Completion of a recognised behaviour management training course.
Personal Attributes	<ul style="list-style-type: none"> ➤ Excellent communication and interpersonal skills. ➤ Confident ICT user. 	<ul style="list-style-type: none"> ➤ A range of interests outside education



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	<ul style="list-style-type: none">➤ Ability to motivate staff and set example of high personal standards.➤ Ability to work sensitively with a variety of people➤ Ability to promote the positive image of the school➤ Be enthusiastic and have the energy for working in a SEMH school➤ Ability to use humour to deflect situations➤ Be committed to equal opportunities	