

**PERSON SPECIFICATION: LEAD in PE**

**The following criteria will be used when short-listing and interviewing candidates:**

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|  | **Essential** | Desirable (but not essential) | Evidence |
| **1. Qualifications** | Degree and qualified teacher status | Further relevant qualifications/study | Application form and letter |
| **2. Previous experience** | 1. At least 3 years working within the secondary sector of education with some managerial and leadership experience  2. Experience of working in a school with a culturally and socially diverse student population  3 Proven track record of improving standards  4. Experience of implementing effective strategies for managing pupil behaviour in an ‘Inclusive’ environment  5. Experience of working within diverse staff teams  6. Ability to Safeguard and promote the welfare of children and young people  Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances  Has a good understanding of the safeguarding agenda  Can demonstrate an ability to contribute towards a safe environment  Shows a personal commitment to safeguarding | Some previous leadership and management experience in the curriculum area of PE.  Experience of highly innovative curriculum development and working with the community, possibly in an Full Service Extended School  Note: This may relate to one or more areas of school improvement but should include addressing under achievement of specific ethnic groups.  Experience of working within/developing imaginative approaches to positive behaviour management withina multi-agency working environment to ensure that ‘Every Child Matters’ is a reality | Application form and letter  Application form and letter  Application form and letter  Application form and letter  Application form and letter  Application form and letter |

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|  | **Essentia**l | Desirable (but not essential) | Evidence |
| **3. Knowledge and Skills** | 7. Evidence of being a skilled learning and teaching practitioner  8. Excellent verbal and written communication skills  9. Excellent IT skills including the ability to use a range of standard Microsoft packages  10. Excellent interpersonal skills including listening, negotiation, persuasion and direction  11. Good team working skills: the ability to both lead teams and be a constructive member of teams  12. Ability to work with and motivate a variety of people, including students, parents, staff. | Experience of teaching at Key Stage 5.  This Academy is ICT rich and candidates should therefore be ICT literate.  The ability to communicate ‘cross phase’ and within the community are important features. | Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form ,letter and interview  Application form, letter and interview |
| **4. Personal Attributes** | 13. Ability to inspire trust and empower others; the ability to take and act on advice.  14. Confidence, energy and enthusiasm; high level of personal integrity.  15. Stamina and determination  16. Drive and ambition | A sense of humour. | Application form, letter and interview  Application form, letter and interview  Application form, letter and interview  Application form, letter and interview |
| **5. Equal Opportunities** | Commitment to the pursuit of anti-discriminatory practice |  | Application form, letter and interview |
| **An Academy Focus** | A commitment to buy into the special nature of this academy and to accept its very different ways of working |  | Application form, letter and interview |