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| **Second in PH&F Person Specification** |

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| **Education and Qualifications** | **Essential** | **Desirable** | **Assessment** |
| Qualified teacher status | **✓** |  | **A** |
| Good honours graduate | **✓** |  | **A** |
| Masters degree |  | **✓** | **A** |
| Evidence of leadership development | **✓** |  | **A** |
| Commitment to personal/professional development | **✓** |  | **I** |

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| **Experience** | **Essential** | **Desirable** | **Assessment** |
| Experience of teaching PH&F across all key stages | **✓** |  | **A/I** |
| Experience of successfully organising extra-curricular activities to support the curriculum |  | **✓** | **A/I** |
| Experience of leading teams | **✓** |  | **A/I** |
| Experience of leading and enhancing the professional practice of others | **✓** |  | **A/I** |

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| **Knowledge and Understanding** | **Essential** | **Desirable** | **Assessment** |
| Secure knowledge and understanding of the concepts and skills in specialist subject | **✓** |  | **A/I** |
| Clear understanding of the secondary curriculum and its assessment | **✓** |  | **A/I** |
| Ability to employ a range of effective teaching, learning styles and assessment methods | **✓** |  | **I** |
| Ability to use assessment data to inform planning and set targets | **✓** |  | **I** |
| Strong command of subject area | **✓** |  | **A/I** |
| Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject  | **✓** |  | **I** |

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| **Teaching and Learning** | **Essential** | **Desirable** | **Assessment** |
| Proven track record of ability to raise achievement for all | **✓** |  | **I** |
| Committed to ensuring excellent standards of behaviour at all times | **✓** |  | **I** |
| Excellent communication skills | **✓** |  | **I** |
| Proven track record of ability to secure outstanding progress for all groups of students | **✓** |  | **I** |
| Committed to role of tutor for a group of students and the benefits of pastoral care  | **✓** |  | **I** |

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| **Skills and Attributes** | **Essential** | **Desirable** | **Assessment** |
| Ability to establish good working relationships and effective teamwork | **✓** |  | **I** |
| Good communication skills | **✓** |  | **A/I** |
| Excellent role model for staff and students | **✓** |  | **I** |
| Innovatory approaches to curriculum delivery | **✓** |  | **A/I** |
| Ability to generate ideas and drive initiatives |  | **✓** | **I** |

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| **Personal Qualities** | **Essential** | **Desirable** | **Assessment** |
| High expectations of students and colleagues | **✓** |  | **A/I** |
| Highly motivated and able to motivate and inspire students | **✓** |  | **I** |
| Enthusiastic and committed | **✓** |  | **I** |
| A passion for teaching | **✓** |  | **I** |
| Open-mindedness | **✓** |  | **I** |
| A forward-thinking approach | **✓** |  | **I** |
| Excellent interpersonal skills | **✓** |  | **I** |
| Ability to be reflective and self-critical | **✓** |  | **I** |
| Display calmness under pressure | **✓** |  | **I** |
| Potential for further promotion | **✓** |  | **A/I** |
| Charismatic - having 'a presence’ | **✓** |  | **I** |
| Willingness to take on other roles and responsibilities within the department | **✓** |  | **A/I** |

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| **Assessment Key** |  |
| **A** | Application Form |  |
| **I** | Interview |  |