



The Developing Trust
Head of Department
for
University Church of England
Academy



University of Chester Academies Trust
164 Whitby Road, Ellesmere Port
Cheshire CH65 6EA

Person Specification: Head of Department

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK

Experience

- Experience of raising attainment in challenging classroom environments.
- Experience of reflecting on and improving teaching practice to increase pupil progress and achievement.
- Experience of building and leading an effective team – and holding members to account for improving outcomes for all pupils.
- Evidence of leading improvements in teaching and learning in their subject.
- Evidence of curriculum design and development of schemes of work and extra-curricular activities.

Knowledge

- Outstanding subject knowledge for teaching – how pupils learn within the subject and can be best supported in their learning.
- Up to date knowledge of developments in the curriculum area.
- Up to date knowledge of current educational issues that impact on teaching and learning in their subject area.
- Understanding of the use of data to drive improvements in a way that is effective but not onerous.
- Understanding of the strategies needed to establish consistently high expectations and raising aspirations; to improve pupil outcomes; and develop behaviour that results in pupils being able to learn, as well as contribute positively to their academy community.
- Understanding of how to build effective teams and develop those who will make effective leaders in the future.

Behaviours

Teaching and Learning

- An excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Thinks strategically about classroom practice and tailoring lessons to pupils' needs.
- Understands and interprets complex student data to drive lesson planning and student attainment.
- Good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- A role model to staff in a way that supports them to develop their own practice.
- A role model for pupils in a way that enables them to develop into positive members of their academy community and beyond.
- Commitment to regular and on-going professional development and training to establish outstanding classroom and leadership practice.
- Ability to report on pupil progress to line manager, other staff and parents.

Team leader

- Effective team leadership.
- High expectations for accountability and consistency within and across the team.
- Vision aligned with UCAT's in relation to *Believe, Belong, Become*.
- Genuine passion and a belief in the potential of every pupil and an ability to engender that in their team.
- Motivation to lead and work as part of a team to continually improve standards and achieve excellence.
- Effective listening skills that lead to a strong understanding of others within the team
- Commitment to the safeguarding and welfare of all pupils.

Collaboration – beyond the team

- Commitment to working with other leaders within their own academy and across the Trust to improve practice through learning with and from each other.
- Commitment to working with others across the Trust so that pupils have an outstanding UCAT experience that enables them to have high aspirations and become the very best they can be.
- Commitment to working together to ensure equality of opportunity and the safeguarding and welfare of all pupils.
- Commitment to working collaboratively across the Trust so that there is a learning culture that enables both pupils and staff to reach their full potential.

This post is subject to an enhanced Disclosure and Barring Service check.