



An All-through Co-operative School

## PERSON SPECIFICATION

### POST TITLE: Head of KS5 Physics

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Degree</li> <li>• GCSE Mathematics &amp; English</li> <li>• Physics specialist</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive experience of teaching in the subject area</li> <li>• Clear evidence of successful teaching across the full ability and age range</li> <li>• Monitoring and evaluation</li> <li>• Good practice in social inclusion</li> <li>• Managing time</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of carrying out lesson observations and feeding back to staff members</li> <li>• Experience of designing and implementing interventions to raise achievement with targeted groups of students</li> <li>• Experience of facilitating team meetings</li> <li>• Experience of implementation and monitoring of school and department policies</li> </ul>
<b>Good Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• Social inclusion good practice</li> <li>• Effective student behaviour management</li> <li>• Provision for SEN, vulnerable and “at risk” children</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to develop other staff in in these areas</li> </ul>
<b>Skills/Qualities</b>	<ul style="list-style-type: none"> <li>• Emotional literacy and empathy for all young people</li> <li>• Positive attitude towards school improvements and raising achievement and aspiration</li> <li>• Dynamic and innovative approach to teaching and learning developments within a department</li> <li>• Ability to model effective teaching methods and work with others in the development of teaching and learning of the most able</li> </ul>	<ul style="list-style-type: none"> <li>• Good record of health and attendance</li> <li>• Ability to analyse data to track student progress and identify underachievement</li> <li>• Ability to delegate responsibility to teachers</li> <li>• Ability to monitor and evaluate the impact of interventions and other initiatives</li> <li>• Ability to set developmental targets for others</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to work in such a way as to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues</li> <li>• Ability to assess and promote students' progress and their needs in a variety of ways</li> <li>• Good interpersonal and communication skills</li> <li>• Effective organisational skills and the ability to meet deadlines</li> <li>• Ability to work strongly in a team both within the school and department</li> </ul>	
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment</li> <li>• Experience of working in a multicultural environment</li> <li>• Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values***</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to help formulate and implement equal opportunities policies</li> </ul>
<b>Child Protection</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Calm, approachable and open to new ideas</li> <li>• Flexible approach and a sense of proportion</li> <li>• Interest in young people, how they learn and in developing ways of removing barriers to learning</li> <li>• Commitment to the comprehensive ideal, social inclusion and to raising standards for all students</li> <li>• Willingness to contribute to extra-curricular activities within the department</li> <li>• Energetic and enthusiastic with positive outlook</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to and understanding of collective responsibility</li> </ul>

\*\*Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

\*\*\*Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.