

**COLMERS SCHOOL & SIXTH FORM COLLEGE**  
**Bristol Road South, Rednal, Birmingham, B45 9NY**  
**Telephone 0121 453 1778 Fax 0121 457 7642**  
**e-mail: [enquiries@colmers.bham.sch.uk](mailto:enquiries@colmers.bham.sch.uk)**

### PERSON SPECIFICATION – HEAD OF DEPARTMENT CHEMISTRY

We would like to appoint a person who:

	Attributes	Measurement
<b>Educational</b>	<ul style="list-style-type: none"> <li>Is a graduate qualified teacher able to teach at KS3, KS4 and KS5.</li> </ul>	A
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Understands how to ensure effective student learning through challenging, high quality and exciting teaching.</li> <li>Understands the potential of student voice and parental engagement.</li> <li>Is a good user of ICT and understands its role in enhancing learning and teaching.</li> <li>Understands the positive role of Performance Management within their own professional development.</li> </ul>	A, I A, I, R A, I  A, I
<b>Experience</b>	<ul style="list-style-type: none"> <li>An outstanding classroom practitioner.</li> <li>Works effectively with Teaching Assistant/Associate staff/technicians/ external services within the faculty/department.</li> </ul>	I, R I, R
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>Values and encourages the contribution that students can make to their own learning.</li> <li>Likes and seeks to understand young people.</li> <li>Shares our belief that Every Child Matters.</li> <li>Demonstrates that mutual respect, challenge and praise are key to managing teacher /student relationships in the classroom.</li> <li>Is able to (wants to) get the best from all students, regardless of ability.</li> <li>Contributes positively in their role as a mentor to the pastoral care of students.</li> <li>Able to assess students' work effectively and within whole school and department guidelines.</li> <li>Able to set and assess purposeful home learning which extends/reinforces students' learning.</li> <li>Is able to set professional targets, which are challenging and meet their own needs as well as those of the students and the school.</li> <li>Is able to lead, in a variety of contexts, by example.</li> <li>Is committed to team work at all levels.</li> <li>Can contribute creatively and knowledgeably to develop/evaluate schemes for learning.</li> <li>Understands the importance of meeting deadlines and supporting others (colleagues) to do so.</li> <li>Carries out all professional duties within whole school and department guidelines.</li> <li>Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life at Colmers.</li> </ul>	A, I, R A, I, R A, I, R A, I, R  A, I, R A, I, R  A, I, R  A, I, R  A, I, R A, I, R A, I, R  A, I, R  A, I, R A, I, R A, I, R

<b>Qualities</b>	<ul style="list-style-type: none"> <li>Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture.</li> <li>Strives constantly to better themselves as a professional.</li> </ul>	<b>I, R</b> <b>I, R</b>
<b>Safeguarding</b>	<p>In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <ul style="list-style-type: none"> <li>Motivation to work with children and young people;</li> <li>Ability to form and maintain appropriate relationships and personal boundaries with children and young people;</li> <li>Emotional resilience in working with challenging behaviours; and</li> <li>Attitudes to use of authority and maintaining discipline.</li> </ul>	<b>I, R</b>
<b>Special Requirements</b>	<p>Good health and attendance records. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Enhanced Criminal Record Disclosure will be required prior to appointment</p>	<b>I, R</b>
	Please also note the Personal Qualities (EI) outlined in the Role Profile	<b>I, R</b>

## References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

A = Application Form, I = Interviews, R = References.

**This school is committed to safeguarding and promoting the welfare of children and young people and expects our staff and volunteers to share this commitment.**



***Achieving Excellence Belonging Together Challenging Mindsets***