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| **Falcons Preparatory School for Boys**  **Person Specification**  **The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.** | | | |
|  | **Essential**  These are qualities without which the Applicant could not be appointed | **Desirable**  These are extra qualities which can be used to choose between applicants who meet all of the essential criteria | **Method of  assessment** |
| **Qualifications** | * Honours degree in a relevant subject * Teaching qualification together with Qualified Teacher Status (QTS) | * Middle Management professional development courses attended * MEd degree in any relevant area | Production of Applicant’s certificates |
| **Experience** | * Experience of school based leadership * Experience of leading and inspiring others * Evidence of continued career development * Experience of teaching pupils in this age range * Familiarity with 11+ and 13+ entrance exams, including scholarship examinations | * Evidence of mentoring and supporting colleagues * Experience of working in the independent sector * Evidence of leading staff training and development * Evidence of leading change. | Contents of Application Form  Interview  Professional references |
| **Skills** | * Demonstrate an enthusiastic and imaginative approach to teaching * Able to use an appropriate range of learning and teaching strategies * An understanding of how assessment for learning can improve student performance * Ability to use tracking and assessment data on SIMS to raise standards * A confident & competent user of ICT * Excellent oral and written communication skills | * Ability to offer other subjects | Contents of Application Form  Interview  Professional references |
| **Knowledge** | * Awareness of curriculum development * Subject knowledge sufficient to challenge able students and achieve high outcomes at Year 8 * Knowledge and understanding of how ICT can be used in the teaching of boys * Awareness of safeguarding and pastoral issues * Appreciation of the ethos of an independent boys’ day school | * Knowledge of National Curriculum, Key Stages 2 and 3 * Knowledge/experience of boys only education * Knowledge of London day and boarding schools | Contents of Application Form  Interview  Professional references |
| **Personal competencies and qualities** | * A commitment to lifelong learning * Motivational leader * Flexible, adaptable and persuasive * Ability to work under pressure * Enthusiasm and a positive outlook. * The ability to work independently and collaboratively as a member of a team * Creativity in problem solving together with a willingness to take on or try new approaches and ideas * A positive attitude towards professional development and personal learning * Reliability and integrity * Good personal organisation * A good attendance record |  | Contents of Application Form  Interview  Professional references |