

## Assistant Head of Science: Personal Specification

**You should be able to demonstrate that you meet the following criteria:**

**E = Essential**  
**D = Desirable**

**Measured by:**

**A. Application Form**  
**C. Interview**

**B. Test / Exercise**  
**D. References**

### Qualifications

<b>E</b>	• Good degree in relevant subject	<b>A</b>
<b>E</b>	• PGCE or equivalent	<b>A</b>
<b>E</b>	• QTS – the post is not suitable for NQT candidates	<b>A</b>

### Experience/Knowledge

<b>E</b>	• Recent successful experience as an effective, successful classroom teacher.	<b>A</b>
<b>E</b>	• A good understanding of the key stage three and four curriculum and recent relevant changes in Science.	<b>A C</b>
<b>D</b>	• Experience of improving the literacy skills of disadvantaged students.	<b>A C</b>
<b>D</b>	• Experience of working with underperforming members of staff to support and develop their progress with students.	<b>A C</b>
<b>E</b>	• Evidence of working with young people effectively	<b>A B</b>
<b>E</b>	• Successful contributions to team work	<b>A D</b>
<b>E</b>	• Teach to a high standard across all key stages, using professional links to the industry as applicable	<b>A B</b>
<b>E</b>	• Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	<b>A C</b>
<b>E</b>	• Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	<b>D</b>
<b>D</b>	• Experience of timetabling and managing a department budget.	<b>B C</b>
<b>E</b>	• Ability to be flexible and respond positively to direction and feedback.	<b>C D</b>

### Skills, Attributes and Abilities

<b>E</b>	• Good all round ICT skills	<b>A</b>
<b>E</b>	• Be able to reach a consistently good standard of teaching	<b>D</b>
<b>E</b>	• Be resilient, reliable, in good health, and possess a sense of humour	<b>D</b>
<b>E</b>	• Ability to use progress data of students to benchmark, track and raise attainment of students for whom responsible	<b>C</b>
<b>E</b>	• Good working knowledge of assessment for learning approaches and their classroom application	<b>C</b>
<b>E</b>	• Possess strong interpersonal skills and be able to work effectively as part of a team	<b>D C</b>
<b>E</b>	• To promote equality, diversity and inclusion and demonstrate this within the role.	<b>A C</b>
<b>E</b>	• To be jointly responsible for promoting and safeguarding the welfare of students	<b>A C</b>
<b>E</b>	• Ability to form and maintain appropriate relationships and personal boundaries with students	<b>A C</b>

### General

<b>E</b>	• Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability	<b>A C</b>
<b>E</b>	• Committed to raising standards of achievement through high quality classroom practice	<b>C</b>
<b>E</b>	• Take a key role in contributing to extra-curricular activities within Performing Arts which may require after school and weekend rehearsals	<b>A C</b>
<b>E</b>	• Committed to the principles of the Academy programme	<b>C</b>
<b>E</b>	• Possess personal integrity, warmth and a willingness to grow and learn	<b>C</b>

<b>E</b>	<ul style="list-style-type: none"> <li>• Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development</li> </ul>	<b>C B</b>
<b>E</b>	<ul style="list-style-type: none"> <li>• Enhanced DBS Check</li> </ul>	<b>A</b>