



## Person Specification: Head of Science

**Westleigh High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment**

This Person Specification is intended to assist both candidates and governors in the appointment process, highlighting the specific qualities and expectations for the role of Head of Science. Applicants should be able to demonstrate a good knowledge of the following areas relevant to the role and the school:

### Professional Knowledge, Qualifications and Abilities

Knowledge of :	Essential	Desirable	A-Application I- Interview R- Reference
Strategic planning processes	✓		A I
Current curriculum, teaching and learning and assessment issues	✓		A I
Strategies for raising achievement and achieving excellence	✓		A I
Principles of effective teaching and assessment for learning	✓		A I
Strategies for ensuring inclusion, diversity and access	✓		A I
Self evaluation strategies	✓		A I
Other professional agencies and opportunities for collaboration		✓	A I
Strategies which encourage parental engagement	✓		A I
<b>Training and Qualifications:</b>			
Relevant teaching qualification	✓		A
Degree or equivalent qualification in relevant subject	✓		A
Post entry qualification		✓	A
Substantial and successful teaching experience with a track record of at least 3 years or more	✓		A I R
Proven success as an outstanding 'classroom' practitioner	✓		A I R
Knowledge of national literacy and numeracy strategies	✓		A I
High level of subject knowledge	✓		A I
Experience of relevant training and professional development	✓		A I
<b>Experience of successful teaching, leadership and management:</b>			
Success as a member of a team	✓		A R
Experience of successful teaching across KS3/KS4	✓		A I R
Experience of GCSE/examination level marking or moderation	✓		A I
Effective use of ICT and high quality resources	✓		A I
Proven track record of excellent pupil progress and achievement	✓		A I R

**Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:**

Personal Qualities and Abilities:	Essential	Desirable	A - Application I - Interview R - Reference
Model the values and vision of the school	✓		A R
Demonstrate a personal enthusiasm for and commitment to securing outstanding outcomes for students	✓		A I R
Demonstrate the principles and practice of outstanding teaching and learning	✓		A I R
Access, analyse and interpret performance data	✓		A I R
Acknowledge excellence and challenge poor performance	✓		I R
Foster an open, fair, equitable culture and manage conflict	✓		I R
Develop, empower and sustain individuals and teams	✓		A I R
Inspire, challenge, influence and motivate others	✓		I R
A positive attitude to broad aspects of school life and contributions to new initiatives and developments; a highly responsive approach to inclusion	✓		A I R
Model professional standards and maintain high expectations for all students, developing self-esteem and positive attitudes	✓		I R
Provide and receive effective feedback and act to improve personal performance.	✓		I R

Receptive to support from others including colleagues, governors, and external professionals	✓		I R
Ambitious, dedicated and keen to undertake relevant continued professional development	✓		A I R
Energetic, charismatic and dynamic	✓		A I
Sense of humour	✓		R
Ability to develop good relationships and effective communication with parents, carers and students	✓		A I
Prioritise, plan and organise themselves and others; ability to multi-task, manage and determine priorities.	✓		A I R
Work independently with initiative and as part of a team	✓		A R I
Think creatively to anticipate and solve problems	✓		I R
The ability to provide advice and support to colleagues on appropriate resources and strategies for pupil target groups, including SEND, disadvantaged, high attaining	✓		A I
Ability and commitment to the continued improvement of others, coaching and mentoring colleagues effectively	✓		A R
<b>Interpersonal Skills and Qualities:</b>			
Able to relate to students of all ages	✓		A I R
Be an inspirational teacher who has a belief in the ability of all students to achieve and be successful	✓		A I R
Someone who is ambitious with a commitment to raising standards, achievement and securing outstanding outcomes	✓		A I R
An enthusiast who will promote Mathematics at a whole school level and across the school community	✓		A I R
A highly competent and creative classroom practitioner who can engage learners to secure outstanding outcomes	✓		A I R
Able to inspire, motivate and enthuse staff and students	✓		A I
Competent in the use of ICT to aid students' learning	✓		A R
Initiative and drive to work independently; be a self-starter and see a project through to conclusion	✓		A I R
Innovative and creative	✓		A I R
<b>Strengthening the Community:</b>			
Support and seek to develop the vision ethos of the school	✓		I R
Collaborate and network with other schools and external professionals	✓		A I R
Recognise and take account of the richness and diversity of the school's community	✓		A I
Build and maintain effective relationships with parents, carers, stakeholders and the community to enhance the education of all students	✓		A I R
<b>Other Requirements :</b>		<b>Essential</b>	
Application form completed in full	✓		
Personal Statement is clear and concise	✓		
Personal Statement addresses the criteria identified in the person specification	✓		
Professional appearance and demeanour; excellent role model	✓		
<b>Confidential References and Reports:</b>		<b>Essential</b>	
Only written references will be considered	✓		
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓		
Positive recommendation from current employer	✓		
Excellent health and attendance record	✓		

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