



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

POST TITLE: Deputy Head of Science – TLR 2c

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good Degree • GCSE Mathematics & English 	
Experience	<ul style="list-style-type: none"> • Experience of teaching in the subject area • Clear evidence of successful teaching across the full ability and age range • Sharing of good practice and resources • Monitoring and evaluation • Good practice in social inclusion • Managing time and meeting deadlines • Clear evidence of leading and developing colleagues • Clear evidence of leading and developing an area of a Science Department • Implementation and monitoring of school and department policies • Experience in delivering training to colleagues • Successful delivery and evaluation of intervention programmes 	<ul style="list-style-type: none"> • Experience of leading a KS within the science department or leading a course within the science faculty.
Good Knowledge & Understanding	<ul style="list-style-type: none"> • Social inclusion good practice • Effective student behaviour management 	

	<ul style="list-style-type: none"> • Provision for SEN, vulnerable and “at risk” children 	
Skills/Qualities	<ul style="list-style-type: none"> • Strong behaviour management • Emotional literacy and empathy for all young people • Positive attitude towards school improvements and raising achievement and aspiration • Dynamic and innovative approach to teaching and learning developments within a department • Ability to model effective teaching methods and work with others in the development of teaching and learning of the most able • Able 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 • Ability to assess and promote student progress and their needs in a variety of ways • Good interpersonal and communication skills • Effective organisational skills and the ability to meet deadlines • An up to date knowledge of the delivery and assessment of the Science National Curriculum • Perception of the post as a leadership role • Positive attitude towards school improvements and raising achievement and aspiration • Ability to work strongly in a team both within the school and department, supporting and guiding others 	
Equal Opportunities	<ul style="list-style-type: none"> • Awareness of, commitment to and contribution to school’s anti-discrimination policies and equal opportunities 	

	<ul style="list-style-type: none"> • Experience of working in a multi-cultural environment • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	
Child Protection	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	
Disposition	<ul style="list-style-type: none"> • Flexible approach and a sense of proportion • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • Belief in the importance of team work and a collaborative approach, and be able to build supportive working relationships with colleagues both within and outside the department • Ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour • Energetic and enthusiastic with a positive outlook • Flexible approach and a sense of proportion • Willingness to contribute to extra-curricular activities within the department • Evidence of commitment to and understanding of collective responsibility 	

**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.