



The Compton School – Person Specification
Post: Subject Teacher (Head of Department)

	Essential Requirements necessary for the safe and effective performance of the job
Education and Qualifications	<ul style="list-style-type: none"> • A good honours degree in a relevant subject • A teaching qualification together with Qualified Teacher Status (QTS) • Evidence of on-going professional development in relation to leadership • Evidence of further accredited or certified professional development
Experience	<ul style="list-style-type: none"> • A clear philosophy on how and why the subject should be taught • Subject knowledge sufficient to challenge students of all abilities to achieve with high outcomes • Awareness of strategies available for improving the learning and achievement of students of all abilities • A good understanding of curriculum developments in the specific subject area • Familiar with national strategies • Experience of recent teaching of specialist subject • Evidence of at least good teaching skills across all key stages and across all abilities, leading to consistently high standards of achievement • Knowledge of current generic developments in learning and teaching • Evidence of leading other professionals as part of a team • Evidence of taking responsibility for own professional development • Successful experience in raising student achievement and adding value • Experience of personal involvement in the wider curriculum • Experience in form tutoring • Ambition to develop personal career and move on to Senior Leadership
Professional Skills	<ul style="list-style-type: none"> • Able to use a range of teaching and learning strategies • An understanding of how assessment for learning can improve student performance • A commitment to teaching and raising achievement • A confident and competent user of ICT • Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning • Able to use student data to raise standards • Develop record systems to support the work of the department

	<ul style="list-style-type: none"> • Motivate young people and a team of staff • Develop a broad and imaginative range of teaching skills • Use ICT effectively to support learning and teaching and department administration • Lead, manage, develop and enhance a team of staff • Demonstrate high-level communication and presentation skills applicable to a range of audiences • Think creatively and imaginatively to solve challenges and identify priorities within the department • Make informed use of assessment to raise achievement • Ability to anticipate problems and identify opportunities • Ability to manage resources available to the department, including funding and human resources
Core characteristics and behaviours	<ul style="list-style-type: none"> • To be able to prioritise and manage time effectively • Adaptable to changing circumstances and new ideas • Creative in problem solving together with a willingness to take on or try new approaches and ideas • A positive attitude towards professional development and learning • High levels of enthusiasm, and a positive outlook reflecting a “can do” attitude and a commitment to making a difference to the lives of our students • Excellent interpersonal skills • Reliability and integrity • Good personal organisation • A commitment to working with all stakeholders in school • A passion for education, for working with young people and for making a difference • Enthusiasm for specialist subject and a desire to communicate this to others • A commitment to extra-curricular activities • Ability to use appropriate interpersonal skills when relating to staff, students and parents • Demonstrate energy, vigour and perseverance and promote an ‘I can’ philosophy • Ability to work under pressure and meet deadlines • Set consistently high expectations of self and others • Self-motivated and self-confident • Ability to build on the experience, advice and contribution of others • Ability to be flexible and adaptable • Involvement in creative and innovative teaching developments • Willingness to take on delegated responsibility and to delegate responsibility
Safeguarding	<ul style="list-style-type: none"> • Committed to safeguarding and promoting the welfare of children and young people • Undertaking an enhanced disclosure check