

**Northern Education Trust  
Post: Head of Department  
PERSON SPECIFICATION**

			<b>Assessed by:</b>	
<b>No</b>	<b>Categories</b>	<b>Essential / Desirable</b>	<b>App Form</b>	<b>Interview / Task</b>
<b>QUALIFICATIONS</b>				
1.	Degree or equivalent in an appropriate subject	E	✓	
2.	Qualified Teacher Status by start date	E	✓	
3.	Further higher qualifications	D	✓	
<b>EXPERIENCE</b>				
4.	Teaching or teaching practice across a range of age and ability	E	✓	✓
5.	Use of a variety of teaching styles and approaches	E	✓	✓
6.	The awareness of the assessment, recording and reporting of student's attainment and its use to further student's learning	D	✓	✓
7.	Experience of reflecting on and improving teaching practice to increase student achievement	D	✓	
8.	Experience of managing, motivating and developing staff	E	✓	
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
9.	Up to date knowledge in the curriculum area	E	✓	✓
10.	Understanding of the strategies needed to establish consistently high aspirations and rates of progress	E	✓	✓
11.	A knowledge of the Teaching Standards	E	✓	✓
12.	Knowledge of strategies that promote a positive climate for learning	E	✓	✓
13.	To make use of ICT as a tool for teaching and learning	E	✓	✓
14.	Excellent classroom teacher, or has the capacity to become one	E	✓	✓

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15.	The ability to deliver engaging and motivating lessons to students across both Key Stages	E	✓	✓
16.	Ability to develop appropriate learning resources and to contribute to the departments Schemes of Work	E	✓	✓
17.	Effective and systematic behaviour management	E	✓	✓
18.	Strategic thinker who tailors lessons to student needs	E	✓	✓
19.	Understands and interprets complex data to drive student attainment	E	✓	✓
20.	Genuine passion and a belief in the potential of every student	E	✓	✓
21.	Promote positive relationships in order to fulfil the potential of every student	E	✓	✓
22.	Good communication, planning and organisational skills	E	✓	✓
23.	To work as a team supporting department members in developing and sharing good practice	E	✓	✓
<b>PERSONAL QUALITIES</b>				
24.	Pleasant and friendly manner	E	✓	✓
25.	Polite and punctual	E	✓	✓
26.	Reliable	E	✓	✓
27.	A commitment to working as part of the whole academy team and supporting the vision and aims of the academy	E	✓	✓

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.