**PERSON SPECIFICATION**

**Post Head of Subject**

**Pay Spine Main Scale plus relevant TLR/Leadership Scale (as applicable)**

**Date May 2017**

**Responsible to Member of SLT**

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**1. QUALIFICATIONS AND TRAINING**

* University graduate
* Postgraduate teaching qualification/QTS
* Evidence of continuing professional development
* MIDAS Certificated
* Qualified First Aider (current)

**2. TEACHING and PASTORAL EXPERIENCE**

* At least 2 years successful teaching experience, in an urban or challenging comprehensive environment
* Experience or confidence in mentoring / supporting trainee teachers
* Teaching experience in at least KS3, 4 and, preferably, 5
* Evidence of consistently good and outstanding teaching and learning
* Evidence of cascading outstanding teaching and learning practices in school or a range of schools
* Evidence of excellent classroom management skills
* Outstanding knowledge of Assessment Practice in the context of the National Agenda and where appropriate best worldwide practice
* Excellent subject knowledge
* Excellent knowledge of current curriculum and extra-curricular developments in your subject area.
* An understanding of how to use assessment to inform planning for good teaching and learning.
* A good understanding of the progress data.
* The ability to differentiate to provide appropriate challenges for all learners.
* Evidence of using data to inform planning and put in place successful intervention strategies to raise achievement.
* Evidence of pastoral experience, including taking responsibility for a form group.
* An interest in the wider curriculum.

**3. LEADERSHIP AND MANAGEMENT**

* The ability to inspire, enthuse, develop and support colleagues.
* The ability to evaluate and improve standards of teaching and learning within a department.
* Experience of conducting Performance Management and desire to develop other colleagues.

**4. PERSONAL QUALITIES**

* A willingness to learn and develop new skills
* A willingness and flexibility to work outside normal school hours
* The ambition to continue to progress in your career
* A desire to make a difference to the lives of young people
* An excellent attendance record
* Resilience and a sense of humour.

**5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT**

* A proven commitment to inclusion
* A proven commitment to curriculum access and opportunity
* A proven commitment to comprehensive education
* A proven commitment to professional development
* Support for the school’s specialist status
* Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

**May 2017**