

GARTH HILL COLLEGE
PERSON SPECIFICATION FOR SUBJECT LEADER POST

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications, Training and Experience	A degree in a relevant subject QTS. Good experience working in a secondary school (ideally at least three years experience). Recent good or better track record of success, not solely on the basis of one year's test/examination results.	Good honours degree (2.1 or higher) in a relevant subject
Competence Summary (Knowledge, abilities, skills, experience)	A well developed understanding of current educational issues, theory and practice, with particular regard to the National Curriculum, relevant subject area, learning and personal development. Good or better subject knowledge to challenge learners of all abilities and achieve high outcomes. Good or better understanding of planning and assessment techniques and how they impact on learner performance. Deploy a range of successful teaching strategies, including the ability to use resources, including new technology, effectively to achieve good or better outcomes. Effective use of non-confrontational and inclusive classroom management strategies. Good understanding of the importance of child safeguarding practice and procedure (minimum basic training completed). Able to lead, relate to, challenge, inspire, motivate staff, other adults and young people and respond flexibly and sensitively to their needs.	Good knowledge of relevant policies, legislation and relevant statutory frameworks. Experience of implementing national curriculum and relevant learning programmes/strategies, including those relevant to the College's context (for example Building Learning Power, PLTS etc.).
Personal Professional Requirements	Suitability to work with children/young people. Able to communicate well, both orally and in writing, with others, including young people and other adults. Remain calm in challenging and pressurised situations. Work wells independently and as part of a team. Plan time effectively and meet deadlines. Strong commitment to equality of opportunity. Strong commitment to own continuing professional development and learning and that of others. Conveys high professional standards and a strong sense of personal fulfilment and achievement. Positive outlook and approach. A willingness to adopt or try new approaches and ideas and bring others on board.	Evidence of continuous INSET and commitment to further professional development
Other Work Requirements	A satisfactory enhanced Criminal Records Bureau Disclosure	