

Bedford High School

A Business and Enterprise College

To Care To Learn To Achieve



Person Specification

Role Title:	Lead Practitioner Mathematics
Salary:	L4-8
Reports to:	Head of Faculty & Deputy Headteacher for specific area
Date:	September 2019

Attribute	Essential/Desirable		Assessed by...				
	Essential	Desirable	Application Form	Letter	Reference	Lesson Observation	Interview
Qualified Teacher Status	✓		✓				
Degree	✓		✓				
Recent participation in a range of relevant INSET	✓		✓				
Successful experience of teaching in a UK secondary school	✓		✓				
A clear vision of the place of the Maths department in the curriculum within a school with Business & Enterprise specialism.	✓			✓			
Knowledge and understanding of current developments in Maths	✓			✓			
Evidence of high quality classroom practice	✓				✓	✓	
A clear understanding of the issues surrounding the teaching, learning and assessment of KS3 & KS4 Maths	✓			✓			✓
To be competent in a range of ICT applications	✓						
Commitment to support and develop the values of Bedford High School, its students and staff	✓			✓			
Commitment to promoting the equality and diversity agenda within an inclusive School	✓			✓			
Commitment to ensuring the highest standards of safeguarding are implemented within the school	✓			✓			
Ability to exercise sound management of students in an inclusive school context	✓			✓		✓	

Attribute	Essential	Desirable	Application Form	Letter	Reference	Lesson Observation	Interview
A willingness to support the schools aim of strengthening links with the community		✓					✓
The ability to build and maintain effective relationships	✓					✓	✓
The ability to develop effective teamwork	✓						✓
The ability to anticipate and solve problems creatively	✓			✓			✓
The ability to demonstrate loyalty and confidentiality	✓				✓		
The ability to prioritise and manage time effectively	✓				✓		
The willingness to be generous in time and spirit	✓			✓			✓
Letter/application form are fully completed and error-free	✓		✓	✓			
Strong support/positive recommendation from referees	✓				✓		

Leadership & Management	Essential	Desirable	Application Form	Letter	Reference	Lesson Observation	Interview
Relevant leadership or management experience in a school.		✓	✓	✓	✓		✓
Has successfully raised attainment, achievement and standards in their present school, with students achieving good value added.	✓		✓	✓	✓		✓
Experience of developing and sustaining a learning culture and ethos that has high expectations and standards of achievement at its core.	✓			✓			✓
Is an outstanding teacher who delivers enhanced lessons consistently every day and who is always looking for ways in which to improve.	✓			✓	✓	✓	
Understands the significance of interpersonal relationships and strategies for promoting individual and team development.	✓						✓
Knows how to promote an open, fair and equitable culture.	✓						✓
Demonstrates a clear understanding of the principles and practice of quality assurance systems, including subject review, self-evaluation and performance management and have experience of these.	✓			✓			✓
Shows a practical understanding of how to analyse and use the full range of evidence, including performance data and external evaluations, to support, monitor, evaluate and improve aspects of teaching & learning.	✓			✓			✓
Experience of building and sustaining effective relationships with parents, guardians, other schools and partners and the broader community that enhance the education of students.		✓		✓			✓
Inspire, challenge, motivate and empower individuals within the team to achieve high standards of teaching & learning.	✓		✓		✓		✓
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people.	✓		✓		✓		✓
Demonstrate personal and professional integrity, including modelling values and vision.	✓		✓		✓		✓
Prioritise, plan and organise themselves and others.	✓		✓		✓		✓
Think analytically and creatively and demonstrate initiative in solving problems.	✓		✓		✓		✓

Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others.	✓						✓
Demonstrate a capacity for sustained hard work with energy and vigour.	✓				✓		✓
Demonstrate resilience and optimism.	✓				✓		✓