

**Person Specification**

**Post: Teacher – Head of Faculty**

| **Criteria** | **Essential** | **Desirable** | **Source**  **A - Application Form**  **I – Interview**  **R - Reference** |
| --- | --- | --- | --- |
| **Professional Knowledge, Qualifications and Abilities** |  |  |  |
| Qualified Teacher Status | 🗸 |  | Application |
| Honours degree in a relevant subject area | 🗸 |  | Application |
| Post-entry qualification | 🗸 |  | Application |
| Recent Participation in a range of in-service and external training | 🗸 |  | Application |
| High Standard of literacy and numeracy | 🗸 |  | Application |
| Knowledge of and ability to demonstrate skills in strategic planning | 🗸 |  | Application/reference/  interview |
| Understanding of current curriculum, teaching, learning and assessment issues | 🗸 |  | Application/reference/  interview |
| Experience of leading change, creativity and innovation | 🗸 |  | Application/reference/  interview |
| Strategies for raising achievement and achieving excellence | 🗸 |  | Application/reference/  interview |
| Strategies for ensuring inclusion, diversity and access for all | 🗸 |  | Application/reference/  interview |
| The use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance | 🗸 |  | Application/reference/  interview |
| Financial planning, budgetary management and accountability | 🗸 |  | Interview |
| The work of other agencies and opportunities for collaboration |  | 🗸 | Interview |
| **Experience of successful Teaching & Learning, leadership and management** |  |  |  |
| Recognised as an outstanding classroom practitioner | 🗸 |  | Application/reference/  interview |
| Proven track record of leading a successful department | 🗸 |  | Application/reference/  interview |
| Ability to teach across the range of age and abilities | 🗸 |  | Application/reference/  interview |
| Proven track record of excellent pupil progress and achievement at examination level | 🗸 |  | Application/reference/  interview |
| Ability to analyse data effectively to continually drive standards and pupil outcomes | 🗸 |  | Application/reference/  interview |
| Evidence of continuing professional development to improve classroom performance | 🗸 |  | Application/interview |
| Experience of leading the development of technology and e-learning to enhance teaching and learning in the subject area |  | 🗸 | Application/interview |
| **Personal Qualities and Abilities** |  |  |  |
| Collect and use a rich set of data to understand the strengths and weaknesses of the school | 🗸 |  | Application/interview |
| Lead by example to inspire confidence as leader outside own subject specialism | 🗸 |  | Application/ interview |
| Inspire, challenge, motivate and empower others to carry the vision forward | 🗸 |  | Application/interview |
| Access, analyse and interpret information | 🗸 |  | Application/interview |
| Ability to communicate effectively and relate well to others | 🗸 |  | Application/reference/  interview |
| Acknowledge excellence and challenge poor performance | 🗸 |  | Application/interview |
| Foster an open, fair, equitable culture and manage conflict | 🗸 |  | Application/interview |
| Inspire, challenge, influence and motivate others to attain high goals | 🗸 |  | Application/interview |
| Combine the outcomes of regular school self-review with external evaluations in order to develop the school | 🗸 |  | Application/interview |
| Ability to prioritise, plan and organise themselves and others | 🗸 |  | Application/interview |
| Support and model the school and Sixth Form College’s aims, values and vision | 🗸 |  | Application/interview |
| Demonstrate good attendance, punctuality and professional appearance | 🗸 |  | Reference |
| Commitment to the principle of making every lesson count for all our young people irrespective of prior attainment or disadvantage | 🗸 |  | Application/ interview |
| Professional in the completion of all aspects of the role and in communication and relationships with all members of the school community | 🗸 |  | Application/reference/  Interview |
| A commitment to comply and adhere to the document ‘Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings’ | 🗸 |  | Application/reference/  Interview |
| A commitment to comply and adhere to the document ‘Guidance for Conduct’ | 🗸 |  | Application/reference/  Interview |
| A commitment to gain Enhanced DBS clearance | 🗸 |  | Interview |