**The Gregg School**

**Head of PSD - January 2019**

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| **Selection Criteria** | **Assessment Method** |
| **Qualifications** |  |
| * Qualified Teacher Status
* Evidence of continuing professional development
 | Application formCertificates |
| **Experience** |  |
| * Successful and relevant teaching and curriculum experience
* Experience of management of human, physical and financial resources
* Recent and relevant leadership experience
 | Written statementInterview |
| **Professional Knowledge and Understanding** |  |
| * Knowledge of national requirements and developments in the teaching of PSD, SRE and Careers
* Understanding of quality in teaching and learning and how to achieve excellence
* Knowledge of monitoring and evaluating performance in order to inform school improvement
* Understanding of the tools for the collection, interpretation, analysis and use of data to inform improvement
* Knowledge of key considerations in effective management of resources
* Knowledge of best practice and procedures for safeguarding children and young people
* Sensitivity to the School’s context
* Desirable - knowledge of the requirements of the Independent Schools Regulatory Requirements in relation to PSHE and Careers
 | Written statementInterviewObserved lessonWritten task |
| **Skills** |  |
| * Able to formulate a vision and strategy for the department and secure commitment to it from all stakeholders
* Able to communicate effectively orally and in writing with a range of audiences
* Able to strive for improvement and challenge underperformance
* Able to think creatively to anticipate and solve problems
* Able to establish and sustain appropriate structures and systems, and to monitor them effectively
* Able to motivate, challenge and influence others to attain higher goals
* Able to develop and empower others
* Able to deal sensitively with people and resolve conflicts
* Able to use new and emerging technologies to support improvement
 | Application formWritten statementInterviewPresentationObserved lessonWritten task |
| **Professional Qualities** |  |
| * Committed to the development and maintenance of good relationships with pupils, staff, parents, trustees
* Positive, enthusiastic outlook, embracing risk and innovation
* Resilience, perseverance and optimism in the face of challenges
* The ability to be consistently decisive, consistent and focused on solutions
* Capacity to be flexible, adaptive and creative
* Committed to continuing professional development
* Committed to achieving excellent outcomes for children
 | InterviewPresentationObserved lessonStudent panel |

 **Person Specification – Head of PSD**

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post will be subject to an enhanced Disclosure and Barring Service disclosure.