

Person Specification: Head of Department Teacher

Skills, attributes and experience	Essential or Desirable	Assessed through
Qualifications and experience		
Qualified teacher with the relevant qualifications	E	A
Has experience of developing Schemes of Learning and Assessment	E	A
Ability to teach PD in key stages 3, 4 and 5	E	A
Kindness		
Shows evidence of ability to be an effective form tutor	E	A/I
Willingness to go above and beyond	E	A/I
Commitment to work hard but can manage their own workload and is mindful of others' workload	E	I
Is committed to working with all children and ensuring that they can become their best selves	E	A/I
Can sustain and grow positive relationships with Parents, students and all staff	E	I
Curiosity		
Is passionate about their subject and can encourage this in others	E	O/I
Is an excellent practitioner who is open to change and personal improvement and can help others to do the same	E	O/I
Has undertaken recent CPD in areas relevant to this post and can elucidate how this has changed their practice	D	A/I
Is up to date on current educational thinking in their subject and beyond	E	A/I
Is committed to inclusion – understands that differentiation is not dumbing down but about scaffolding access	E	O/I
Is open to collaborating across the Trust and the school to create the highest quality experience for our children	D	O / I
Hard work		
Can plan and teach excellent lessons and can recognise and support the delivery of these from others.	E	I
Understands what their subject content requirements are and can develop Schemes of Learning	E	A / I
Is able to develop a homework and assessment policy in line with the College one, that builds students' knowledge and understanding, retrieval of previous knowledge, identifies gaps and addresses need	D	A / I
Is prepared to contribute to enrichment activities in their subject, to build excitement and engagement	E	A / I
Other personal characteristics		
Suitability to work with children and young people	E	A/I/O
Personable and well presented.	E	I/O

A = application	D = desirable	E = essential
I = interview		O = observation