

**PERSON SPECIFICATION – HEAD OF RP**

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| **Criteria** | **Essential** | **Desirable** | **Method of Assessment** |
| Qualifications | * QTS (Secondary age range)
* Degree level qualification
 | * Further professional qualification
* External examination experience
 | * Application form
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| Experience | * Proven track record of successful teaching across the ability range
* Be an outstanding classroom teacher
* Monitoring standards – acknowledge excellence and challenge poor performance
* Setting and achieving ambitious goals and challenging targets
* Recent and successful experience of teaching up to GCSE
* Evidence of ambition to lead an academic area
 | * Participation in whole school initiatives
* Performance management experience
* Experience of successfully running extra-curricular activities, including whole school events
* Management of staff.
* Substantive or temporary experience of Head of Department
* Leading an Outstanding Department
 | * Letter of application
* Application form
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| Professional Development | * Evidence of relevant further professional development
* Experience of a form tutor role
 | * Experience of leading/co-ordinating professional development opportunities
* Experience of leading sessions with parents or a large audience
 | * Application form
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| Knowledge/special aptitudes | * Knowledge of school improvement methods including effective self-evaluation.
* Ability to interpret and analyse performance data
* Knowledge of the characteristics of good and outstanding teaching and learning
* Understanding and commitment to safeguarding procedures
* Good use of ICT as a teaching and learning tool
* High expectations of students and the ability to ensure that all students needs are met
* The ability to build positive relationships with colleagues, students and parents
* Understanding of a broad range of current relevant education issues/initiatives
 | * Knowledge of successful intervention strategies
* Extensive curriculum knowledge
* Experience of planning, implementing and evaluating successful strategies for school improvement with regard to the RP curriculum.
 | * Interview
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| Personal Qualities/skills and Characteristics | * Ability to challenge, influence and motivate others to achieve high standards
* Has ambition
* Ability to prioritise, plan, organise self and others
* Excellent communication, written and verbal
* Willingness to contribute to whole school improvement
* Ability to cope calmly under pressure
* Resilience to an ever changing education agenda
* Commitment to safeguarding policies and procedures
* Awareness of current developments in education, teaching and learning
* Fully committed to extra-curricular life at school, in particular leading on revision sessions, clubs and House activities at all levels
 |  | * Letter of application
* interview
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