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| **URSULINE HIGH SCHOOL**  **HEAD OF PSYCHOLOGY**  **PERSON SPECIFICATION** |

All applications will be short listed according to the criteria set out below.

You must complete the Catholic Education Service application form.

On your supporting statement please:

* Write a section for each of the main headings
* Illustrate your points by describing an example/examples of your work
* In each example show how your skills, abilities and understanding contributed to the outcome

## Experience

* Qualified teacher status
* Successful teaching experience across the ability and age range KS3, 4 and 5 of a secondary school
* Successful teaching experience of A Level Psychology.

## Leadership

* Ability to express a clear vision for Psychology
* Motivating and enabling others
* Pursuing policies through to implementation
* Developing and evaluating procedures, which promote high standards of energy, resilience, achievement and creativity.

## Skills in the management of people

* Work collaboratively with staff
* Ability to develop a collaborative team
* Negotiating, delegating, consulting and co-ordinating the efforts of others
* Sensitivity, enthusiasm and energy in building consensus and resolving conflict
* Identifying opportunities
* Making judgments and taking decision

## An awareness of quality in education provision

* A thorough knowledge of the Psychology curriculum
* A knowledge and understanding of high standards
* Experience of using ICT to raise educational standards
* Identifying strengths and areas for development in teaching and learning through lesson observation/book scrutiny and data
* Experience of curriculum planning assessment and development
* Identifying and meeting the needs of students of differing ability levels
* Commitment to high levels of student development

## An understanding of educational issues

* Keeping up-to-date with educational issues
* Understanding of student performance data and its use in target setting
* Commitment to own CPD and that of staff

**Effective communication, both orally and in writing with staff at all levels, students and parents, governors and outside agencies.**

**Commitment to equal opportunities in principle and practice.**

**Commitment to safeguarding and equal opportunities in principle and practice.**

**Commitment to the Catholic Ethos.**