

**SOUTH CHINGFORD FOUNDATION SCHOOL
CHINGFORD ACADEMIES TRUST**

PERSON SPECIFICATION & ASSESSMENT

HEAD OF SCIENCE

JOB REQUIREMENTS	Essential	Desirable	Method of Assessment I/T/A*
Qualifications			
Qualified teacher status or overseas equivalent	✓		A
Degree or equivalent	✓		A
Evidence of recent and relevant professional development	✓		A/I
Experience			
Proven experience of successful Science teaching at KS3 and KS4	✓		A/I/L/R
Proven experience of teaching a Science subject at KS5 with excellent outcomes		✓	A/I/L/R
Experience of a leadership role within a Science department	✓		A/I/R
Strong classroom management skills	✓		A/L/R
Skills, knowledge and Understanding			
Ability to communicate effectively at all levels.	✓		I/L/R
Good interpersonal skills	✓		I/L/R
Good presentation skills	✓		I
Ability to use initiative and prioritise work	✓		A/I/R
Ability to work to deadlines	✓		A/I/R
Confident user of ICT	✓		A/L
Ability to manage staff effectively	✓		A/I
Detailed understanding of planning the KS3, KS4 and KS5 Science curriculum to meet exam board requirements.	✓		A/I
Ability to keep up to date with national developments affecting subjects within their Faculty	✓		A/I
Experience of mentoring and supporting NQTs, BTs and other trainees		✓	A/I
Experience of monitoring progress of students and intervening where necessary	✓		A/I
Evidence of raising student achievement	✓		A/I
Ability to gather, analyse and interpret data for effective target setting	✓		A/I
Other Requirements			
Flexible approach to work	✓		I/R
Ability to work well as part of a team	✓		R
Ability to quickly gain the respect of all students and staff and foster appropriate relationships	✓		L/R

Committed to school ethos and direction	✓		I
Self-motivated	✓		I/R
High standard of punctuality	✓		I/R
Commitment to raising standards of behaviour through improved teaching and learning skills.	✓		L
A commitment to on-going personal development and willingness to undertake appropriate training	✓		I
Appointment to the post is subject to a satisfactory enhanced Disclosure and Barring scheme check	✓		

*I - Interview R – Reference L - Lesson observation A - Application Form

This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18.

'The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.'

“The Trust as an employer is committed to safeguarding and promoting the welfare of children and young people as its number one priority. This commitment to robust Recruitment, Selection and Induction procedures extends to organisations and services linked to the school on its behalf”. (Ref: Safeguarding Children and Safer Recruitment in Education 2007).