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| **Falcons Preparatory School for Boys** **Person Specification** **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.** |
|  | **Essential**These are qualities without which the Applicant could not be appointed | **Desirable**These are extra qualities which can be used to choose between applicants who meet all of the essential criteria | **Method of assessment** |
| **Qualifications** | * Honours degree in a relevant subject
* Teaching qualification together with Qualified Teacher Status (QTS)
 | * Middle Management professional development courses attended
* MEd degree in any relevant area
 | Production of Applicant’s certificates |
| **Experience** | * Experience of school based leadership
* Experience of leading and inspiring others
* Evidence of continued career development
* Experience of teaching pupils in this age range
* Familiarity with 11+ and 13+ entrance exams, including scholarship examinations
 | * Evidence of mentoring and supporting colleagues
* Experience of working in the independent sector
* Evidence of leading staff training and development
* Evidence of leading change.
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| **Skills** | * Demonstrate an enthusiastic and imaginative approach to teaching
* Able to use an appropriate range of learning and teaching strategies
* An understanding of how assessment for learning can improve student performance
* Ability to use tracking and assessment data on SIMS to raise standards
* A confident & competent user of ICT
* Excellent oral and written communication skills
 | * Ability to offer other subjects
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| **Knowledge** | * Awareness of curriculum development
* Subject knowledge sufficient to challenge able students and achieve high outcomes at Year 8
* Knowledge and understanding of how ICT can be used in the teaching of boys
* Awareness of safeguarding and pastoral issues
* Appreciation of the ethos of an independent boys’ day school
 | * Knowledge of National Curriculum, Key Stages 2 and 3
* Knowledge/experience of boys only education
* Knowledge of London day and boarding schools
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| **Personal competencies and qualities** | * A commitment to lifelong learning
* Motivational leader
* Flexible, adaptable and persuasive
* Ability to work under pressure
* Enthusiasm and a positive outlook.
* The ability to work independently and collaboratively as a member of a team
* Creativity in problem solving together with a willingness to take on or try new approaches and ideas
* A positive attitude towards professional development and personal learning
* Reliability and integrity
* Good personal organisation
* A good attendance record
 |  | Contents of Application FormInterviewProfessional references |