

Person Specification



Subject Leader

Criteria	Essential	Desirable	Evidence
Qualifications and training	- Qualified Teacher Status - Up to date knowledge of subject specialism	- Honours Degree or equivalent in a relevant subject. 2:1 - Further professional development in the subject area - Evidence of further training in relation to middle leadership	Application form, Certificates, References
Teaching	- A 'good' or better classroom teacher - Excellent understanding of effective and engaging teaching methods - An ability to engage, enthuse and motivate students and plan differentiated lessons to equal opportunity for all - An understanding of, and an ability to create, a positive climate for learning	- Teaching experience at KS3 and KS4 - Involvement in developing effective and engaging teaching methods - Experience of using ICT in teaching - Experience of coaching or supporting teachers to improve practice - To have led a whole school or departmental activity or initiative - Knowledge of research and development in teaching and learning - Knowledge of national initiatives relating to subject area	Application form, Reference, Selection Process
Assessment	- An understanding of the use of assessment to inform planning - Evidence of improved student outcomes	The ability to understand and produce data regarding students	Application form, Reference, Selection Process
Professional Attributes	- Highly motivated and dedicated to continuously developing knowledge, skills and practice - Ability to perform well under pressure, meet deadlines and maintain high professional standards at all times - Professional empathy with the ability to understand different students cultural or social backgrounds and skill levels - Excellent communicator who can engage with stakeholders and external bodies - Ability to maintain professional boundaries with students and parents - Discrete and aware of issues of confidentiality - Demonstrates the ability to work effectively as part of a team	- Excellent leadership and organisational skills - An interest in enrichment activities - Ability to inspire and lead within a faculty	Application form, Enhanced DBS, Reference, Selection Process

Freebrough Academy and Teesside Learning Trust are committed to Safeguarding and promoting the welfare of children and young people.

**All appointments are subject to satisfactory checks prior to and throughout the duration of employment.
All checks are mandatory and must be completed to the satisfaction of the Trust before a conditional offer of employment is confirmed.**