Rednock School
Quality, Partnership, Success

Head of Department - Maths
PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications	• Good honours degree in a relevant subject • Qualified teacher status	• Evidence of further professional development relevant to the post	• Application form
Experience	• Experience of teaching Maths at GCSE and A-Level • Experience as teacher in charge of Maths at KS3 or KS4 or equivalent		• Application form • Letter of application • Selection process • References
Professional Attributes	**Relationships with students** • Have high expectations of students and a commitment to support them in achieving their potential • Have and expect high standards of behaviour	• Experience as a tutor	• Letter of application • Selection process • References
	Frameworks • Have an up to date knowledge and understanding of the professional duties of teachers		
	Communicating and working with others • Be able to communicate effectively with students, parents and colleagues • Be able to work in partnership with others to support the learning of students	• Experience of management of colleagues • Experience of working effectively with support staff	
	Personal Professional Development • Be a reflective and committed to improving practice to benefit students • Be open to advice and feedback • Evidence of continuing professional development • Experience of performance management systems		
Professional Knowledge and Understanding	**Teaching and Learning** • Be able to use a range of teaching, learning and behaviour management strategies to personalise learning		• Letter of application • Selection process • References
	Assessment and Monitoring		

	• Be committed to the use of assessment for learning strategies • Appreciate the importance of data in raising attainment • Know the assessment requirements for the subjects to be taught • Be confident in the use of data to raise attainment		
	Subjects and Curriculum • Have good subject knowledge • Have an awareness of the subject content of courses to be delivered	• Be committed to providing cross- curricular learning opportunities for students	
	Learning Skills • Appreciate the importance of helping students to develop the skills necessary to become independent learners (literacy, numeracy, ICT etc)	• Have experience of developing learning sequences that support the development of skills	
	Achievement and diversity • Understand that student development is affected by a range of influences • Be committed to considering these when planning for student learning • Understand the need to work effectively with other colleagues who support students learning	• Have experience of supporting others in adapting learning for students with additional needs	
	Health and Well-being • Be committed to fulfilling the role of tutor • Be aware of national policies and guidance on safeguarding children		
Professional Skills	**Planning** • Have planned and delivered effective learning sequences • Have adapted learning sequences based on prior learning of students	• Have experience of leading the development of schemes of work • Have experience of course choices	• Letter of application • Selection process • References
	Teaching • Have taught challenging, well-organised lessons and sequences of lessons • Know how to motivate and engage students in learning	• Have demonstrated excellent teaching skills and have supported others in their development	
	Assessment, monitoring and giving feedback • Have used formative assessment to provide feedback and set targets for students • Have provided effective verbal and written feedback to parents		
	Reviewing teaching and learning		

	• Reflective practitioner who is committed to regular self review • Have experience of self evaluation procedures		
	Learning Environment • Able to create a safe and purposeful environment for learning • Able to manage behaviour effectively in line with school systems and help students to learn self control	• Have experience of supporting others with behaviour management	
	Team working and collaboration • Be able to work effectively as part of a team • Have a commitment to collaboration and co-operative working	• Have experience of building and leading an effective team • Have experience of leading collaborative working	