**Person Specification**

**Head of Department**

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|  | **Essential**  | **Desirable** |
| Qualifications | * Qualified Teacher Status
* A good related Degree
 | * Experience of A’ Level teaching
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| Experience | * Proven skills in working with a wide range of pupils
* Leadership responsibility at a Key Stage
* Understanding of emotional intelligence and motivational skills in team leadership and development
* Skills of monitoring review and evaluation to inform strategic planning and development practice and promote high levels of achievement
 | * Experience of professional development and training in Leadership and Management
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| Skills and Knowledge | * High level teaching and organisation skills
* Sound understanding of current issues relating to the subject
* Good time management skills
* Good interpersonal and communication skills
* Awareness and understanding of the United Nations Convention on the Rights of the Child
 | * Good ICT skills
* Evidence of continuing development of skills and knowledge as a subject teacher and team leader
* Understanding of strategies for raising the achievement of students of all aptitudes and abilities
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| Curriculum | * Knowledge of current curriculum developments including assessment for learning
* Ability to plan and prepare schemes of work for all key stages
 | * Knowledge of baseline assessment and value added measures
* Understanding of new skills-based curriculum at KS3 and developments in 14-19 education
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| Relationships | * Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people
* Evidence of ability to create a challenging and effective learning environment
* A belief in comprehensive education, commitment to equal opportunities , involving parents, Governors and the local community
 | * Ability to build good relationships with parents and the wider community to provide information about the curriculum and harness support for raising achievement.
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| Other key qualities | * A good attendance record and punctuality
* A sense of humour and a passion for teaching
* Enthusiasm for working with children and young people
* A good level of personal organisation
* Ability to put things in perspective
* Ability to both lead and work as part of a team
 | * A commitment to distributed leadership
* A candid but compassionate approach to all working relationships
* An understanding of our inclusive ethos and commitment to caring for all members of the school community
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| Work Related Circumstances | * This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
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