

Head of Department Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • University graduate • Post graduate teaching qualification • Qualified teacher status 	<ul style="list-style-type: none"> • Evidence of continuing professional development, e.g., attendance at relevant INSET
Teaching Experience	<ul style="list-style-type: none"> • At least three years' successful teaching experience, preferably in more than one school • Teaching experience in key stages 3 and 4 (or equivalent) • Evidence of consistently good teaching and learning • Excellent subject knowledge • Good knowledge of current curriculum development in your subject area • The ability to use ICT effectively to engage students • An understanding of how to use assessment to inform planning for good teaching and learning • The ability to differentiate materials to meet the needs of learners • The ability to use data to inform planning • Evidence of pastoral experience, including taking responsibility for a form group • An interest in the wider curriculum 	<ul style="list-style-type: none"> • Successful teaching experience in an urban school • Teaching experience in key stage 5 (or equivalent) • Evidence of outstanding teaching and learning • A good understanding of the principles of Assessment for Learning • Evidence of using data to put in place successful intervention strategies to raise achievement • The ability to offer an extra-curricular activity
Leadership and Management	<ul style="list-style-type: none"> • Evidence of good classroom management skills • Evidence of leading an area of the curriculum or key stage • The ability to inspire and enthuse colleagues 	

	<ul style="list-style-type: none">• The ability to evaluate standards of teaching and learning within your department• Experience of the Performance Management Process	<ul style="list-style-type: none">• Evidence of using data to challenge underperformance and raise standards
Personal Qualities	<ul style="list-style-type: none">• A willingness to learn and develop new skills• The ambition to continue to progress in your career• A desire to make a difference to the lives of young people• To work proactively within the Christian ethos of the academy• An excellent attendance record• Resilience and a sense of humour	