

## Deputy Head of Core Faculty Person Specification

This person specification shows the abilities, skills and qualifications you will need to carry out the duties associated with the role. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form. If you are selected for interview, you may be asked to undertake practical tests to cover the skills and abilities listed below. You may also be asked to produce original copies of qualification certificates.

Key A – application C – certificate I – interview	Essential	Desirable	Evidence
<b>Qualifications</b>			
Bachelor's degree or equivalent	✓		A/C
Further degree		✓	A/C
Qualified Teacher Status	✓		A/C
Fluency in English	✓		A/I
<b>Experience, skills and competencies</b>			
High level skills as a classroom practitioner	✓		A/I
Experience of effective lesson planning, marking and assessment practice	✓		A/I
Experience of supporting PP and SEND students and monitoring their progress	✓		A/I
Experience of using a range of positive behaviour management techniques to create an effective climate for learning	✓		A/I
In depth and current knowledge of subject area	✓		A/I
Ability to support the Head of Faculty with accurate data analysis and tracking.	✓		A/I
Ability to support the Head of Faculty to ensure student progress is assessed, recorded and reported, in line with school policy.	✓		A/I
Experience of conducting effective quality assurance activities.		✓	A/I
Experience of mentoring and coaching staff.		✓	A/I
<b>Personal qualities</b>			
Communication and leadership skills to hold staff to account for delivering the highest quality of provision and sustaining improvement in student outcomes.	✓		A/I
Values diversity and promotes equal opportunities	✓		I
High expectations of yourself, your team and of students	✓		I/A
Ability to work effectively as part of a team and to form positive professional relationships with colleagues	✓		A/I
A willingness to seek specialist advice and awareness of where to seek it	✓		A/I
Ability to self-evaluate learning needs and willingness to participate in development and training opportunities	✓		A/I
Ability to work under pressure and to demonstrate initiative and resilience to adapt and respond to changing circumstances.	✓		A/I
<b>Knowledge and understanding</b>			
An understanding of the features of effective pedagogy, how students learn and strategies to improve performance	✓		A/I
Knowledge of the most recent Ofsted inspection framework and how this should be reflected in practice.		✓	A/I
Ability to adhere to the school's policies and procedures relating to child protection, health and safety, security, confidentiality and data protection.	✓		A/I
To understand and promote the schools' CHARACTER ethos and values	✓		A/I