



PERSON SPECIFICATION Head of Key Stage (KS3)

| CHARACTERISTICS | ESSENTIAL | DESIRABLE | EVIDENCE |
|---|--|---|---|
| ETHOS | <ul style="list-style-type: none"> Strong commitment to the Christian ethos of the school | | <ul style="list-style-type: none"> Application Reference Interview |
| QUALIFICATIONS | <ul style="list-style-type: none"> Good relevant honours degree Qualified Teacher Status | <ul style="list-style-type: none"> Other relevant training and qualifications Safeguarding /Behaviour qualification | <ul style="list-style-type: none"> Application Original certificates |
| HEALTH, ATTENDANCE AND RELIABILITY | <ul style="list-style-type: none"> Good attendance and reliability Professional dress Professional commitment Good timekeeping Resilience | | <ul style="list-style-type: none"> Reference |
| PASTORAL WORK | <ul style="list-style-type: none"> Experience of pastoral responsibility at least as a form tutor The ability to work effectively under pressure The aptitude to adapt to changing circumstances The ability to take initiative and accept responsibility The capacity to listen, empathise and resolve conflict Commitment to the pupils in the key stage in terms of their personal and social development Experience of working with parents | <ul style="list-style-type: none"> Recent experience of holding a post with pastoral responsibility (e.g. HOY) The ability to effectively teach one or more specialist subjects to GCSE | <ul style="list-style-type: none"> Application Interview |
| SPECIAL APTITUDES | <ul style="list-style-type: none"> High level of personal motivation and drive Good organisational skills Rigorous approach to classroom management Initiative | Knowledge of CPOMS/Arbor | <ul style="list-style-type: none"> Reference Interview |
| INTERPERSONAL SKILLS | <ul style="list-style-type: none"> An ability to work as part of a wider school team | | <ul style="list-style-type: none"> Reference |
| OTHER | <ul style="list-style-type: none"> A commitment to ongoing personal and professional development | A commitment to extra-curricular activities | <ul style="list-style-type: none"> Application Reference Interview |

