

**THE CHERWELL SCHOOL**  
***Kindness, Opportunity, Responsibility, Excellence***  
**Person Specification – Head of Faculty (PE)**

Criteria	Essential	Desirable	How Assessed
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• An appropriate degree or experience</li> <li>• Experience of teaching two of Key Stages 3, 4 and 5</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Key Stages 3, 4 and 5</li> <li>• Curriculum Development</li> <li>• Experience of a leadership role within a faculty</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Knowledge of effective teaching and assessment methods</li> <li>• Knowledge of self-evaluation and quality assurance processes</li> <li>• Thorough knowledge of subject area</li> <li>• Good ICT skills</li> <li>• Good understanding of methods of assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use and understand assessment data</li> <li>• Knowledge of effective intervention strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application Form</li> <li>• Sample Lesson</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Commitment to raising attainment &amp; achievement</li> <li>• Commitment to raising high quality learning &amp; teaching</li> <li>• Willingness to learn, develop and share skills</li> <li>• High expectations of all pupils</li> <li>• Evidence of successful lesson planning and delivery</li> <li>• Ability to create an effective learning environment for all students</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of highly effective classroom experience</li> <li>• Evidence of leading the successful implementation of Learning and Teaching strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Sample Lesson</li> <li>• Application Form</li> </ul>
<b>Skills and Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to establish good working relationships with colleagues</li> <li>• Ability to work in a team</li> <li>• Good time management</li> <li>• Good communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of innovative practice</li> <li>• Evidence of successful change management</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• High expectations of students and colleagues</li> <li>• Enthusiastic and committed</li> <li>• A sense of humour</li> <li>• Open-mindedness</li> <li>• A forward thinking approach</li> </ul>	<ul style="list-style-type: none"> <li>• Potential for further promotion</li> <li>• Charismatic – having a presence</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Sample Lesson</li> </ul>

<b>Safeguarding and Wellbeing</b>	<ul style="list-style-type: none"> <li>• A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines</li> <li>• A commitment to support the School Leadership team (SLT) to set a culture which supports the mental health and wellbeing of all members of the community</li> <li>• To uphold and promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs within the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Desire to take on further/ advanced Safeguarding training and responsibilities</li> <li>• Evidence of CPD undertaken in this area</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Formal Interview</li> </ul>
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January '26