



PERSON SPECIFICATION FOR ROLE KS3/4 Maths Head of Department

REQUIREMENT	ESSENTIAL	DESIRABLE
Qualifications and training	<p>QTS</p> <p>Minimum 3 years of experience successfully teaching Maths</p>	<ul style="list-style-type: none"> Additional training in positive behaviour management approaches/strategies
Experience	<ul style="list-style-type: none"> Specialist Maths teacher familiar with KS3/4 and GCSE curriculums Ambition to lead Maths Experience of successful curriculum development Experience of the effective use of assessment and analysis of data in raising standards Experience of monitoring and evaluating data, informing actions for subject improvement Experience of line management /providing support to colleagues 	<ul style="list-style-type: none"> SEMH teaching experience at good or better standard Experience of effective partnership working with other schools, parents and also interagency working Leadership of a subject or significant project across a school
Professional knowledge and understanding	<ul style="list-style-type: none"> Knowledge of range of assessment processes Using data to set targets for improvement and intervention plans Knowledge and understanding of effective teaching and learning styles Knowledge of strategies to support specific SEN ... SEMH Knowledge of how to contribute to professional development of other staff Legal requirement on safeguarding and promotion of the well-being of children National Curriculum knowledge and ability to implement schemes creatively to engage 'hard to reach' learners Ability to teach other subjects at a reasonable level 	<ul style="list-style-type: none"> Awareness of latest Ofsted framework

Professional skills <i>(Professional skills cont.)</i>	<ul style="list-style-type: none"> Ability to support the strategic development of English Use of ICT as a tool for teaching, learning and administration Ability to formulate SMART targets for individuals across the curriculum Ability to teach Maths to students with a wide range of abilities Ability to reflect on your practice and develop Ability to drive work independently and as part of a team. Assessment for learning and differentiation An exemplary classroom practitioner Positive behaviour management skills Ability to create a positive culture of high expectation and challenge, and promoting emotional well-being of pupils Excellent written/oral communication skills Extensive knowledge of appropriate age range and special phase issues Good knowledge of a range of accreditations and qualifications for Maths from Entry Levels to GCSE 	<ul style="list-style-type: none"> Team Teach training or other additional positive behaviour management tools Ability to teach other subjects to acceptable standard
Quality of application	<ul style="list-style-type: none"> Good quality communication Well thought out views It should address the post requirements and be well presented 	
Reference	<ul style="list-style-type: none"> Supportive references from employer 	
Disclosure of Criminal Record	<ul style="list-style-type: none"> The successful candidates appointment will be subject the school obtaining satisfactory enhanced disclosure from DBS 	
<p>Professional attributes:</p> <ul style="list-style-type: none"> Reflective, creative practitioner, committed to CPD Willingness to undertake NPQs as appropriate Ability to communicate effectively with pupils, parents, colleagues and other professionals, valuing their contributions, enabling pupil progress, achievement and well-being. Ability to establish fair, respectful, trusting, supportive and constructive relationships with pupils and staff Commitment to inclusion, equality and diversity The ability to initiate and manage change A willingness to transport pupils if required 		

Personal qualities:

- Passionate about enabling pupils to overcome challenges and experience success
- Emotional resilience and commitment to ensuring achievement and well-being of each individual pupil
- A sense of humour
- A solution focussed approach
- Flexibility, consistency, integrity
- An ambitious and diligent professional who can motivate and inspire learners
- The ability to deal sensitively with people and resolve conflict
- An unrelenting positive attitude
- Ability to manage time effectively
- Good health and attendance record