

Blessed George Napier Catholic School
PERSON SPECIFICATION
ASSISTANT SUBJECT LEADER MPS / UPS



	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Qualified Teacher Status [Secondary]	
	A Degree or equivalent level qualification	First Degree or Masters in a field directly related to subject specialism or further related professional study / qualifications
FAITH COMMITMENT	Caring and compassionate with a willingness to support the distinctive ethos of a Catholic School	Secure understanding of the distinctive nature of a Catholic School.
	An understanding of the role in the spiritual development of pupils.	A practising and committed Christian
		Understanding of the school's role in the parish and wider community or recent experience in a Catholic or voluntary aided school
TEACHING AND LEARNING	Successful teaching experience within the secondary phase	
	Evidence of highly effective classroom practice	
	Secure knowledge of the relevant subject and curriculum area	
	Secure knowledge / experience of a range of successful teaching, learning and behaviour strategies to meet the needs of all pupils	Evidence of positive impact on student attainment
	UPS: Evidence of a substantial and / or sustained contribution to teaching and learning	
	Experience of effective monitoring and evaluation of teaching and learning	Evidence of leading the successful implementation of teaching and learning strategies
	A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management
PROFESSIONAL DEVELOPMENT	Evidence of continuing professional development (CPD)	Experience of working with other schools / organisations
	UPS: Evidence of CPD and sharing good practice (e.g. coaching or mentoring, leading development or whole school initiatives)	
	Willingness to participate in continuing professional development opportunities	Ability to independently identify and research own learning needs
SKILLS, QUALITIES AND ABILITIES	Ability to consistently deliver lessons to a high standard	

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	ESSENTIAL	DESIRABLE
SKILLS, QUALITIES AND ABILITIES cont'd		Competent with MS Office or similar software packages, as well as internet searches and emails
	Commitment to the aims and purposes and mission of a Catholic School	The ability to build strong, positive relationships with students and their parents
	Ability to build and maintain good relationships	Experience of leading a team
	Ability to plan, prioritise and manage time effectively	
		Experience of managing budgets effectively
	Strong commitment to school improvement and raising achievement for all students	
	High expectations of pupils' learning and attainment	
	Good communication skills and the ability to negotiate effectively	
	Excellent interpersonal skills	
	Confidence	
COMMITMENT TO CHILD PROTECTION & SAFEGUARDING	Understanding of and commitment to the school's policy on Safeguarding Children	
	Knowledge of up-to-date child protection practice and legislation	Recent Safeguarding Training undertaken
	Willingness to uphold and promote fundamental British values	Prevent Training undertaken
REFERENCES	Positive recommendation in at least two professional references	
ESSENTIAL EMPLOYMENT CHECKS (if offer of appointment is made)	Proof of qualifications: e.g. PGCE, QTS, Induction, Degree [original certificates]	Safeguarding, First Aid and appropriate certificates from any relevant CPD undertaken
	Enhanced DBS clearance with child barred list check (and overseas police check if appropriate)	
	Requirement to complete online Health Screening Assessment	
	Documentary evidence of right to work in the United Kingdom	
	Teaching Registration and Barred List Checks	

LAST AMENDED:15.03.22