

## PERSON SPECIFICATION

<b>Job Title:</b>	Head of Creative Arts	<b>Reporting to:</b>	Headteacher
<b>Salary:</b>	MPS/UPS + TLR 2c	<b>Location:</b>	City Academy

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

All posts will be subject to a DBS clearance at Enhanced level.

	Essential	Desirable
<b>Education, Training and Qualifications</b>		
<ul style="list-style-type: none"> <li>Degree or equivalent</li> </ul>	X	
<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>	X	
<ul style="list-style-type: none"> <li>Evidence of and commitment to continuing professional development</li> </ul>	X	
<b>Experience, Knowledge, Skills /Competencies</b>		
<ul style="list-style-type: none"> <li>Successful Academy teaching experience with experience of teaching across the age and ability range</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of working in a challenging urban context</li> </ul>	X	
<ul style="list-style-type: none"> <li>Well-developed subject knowledge up to KS4</li> </ul>	X	
<ul style="list-style-type: none"> <li>Knowledge and understanding of the theory and practice of effective teaching and learning</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of reflecting on and improving teaching practice to increase student achievement.</li> </ul>	X	
<ul style="list-style-type: none"> <li>In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support student learning.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Plan, prepare and deliver stimulating and engaging lessons, which make effective use of cross curricular links and teach children how to learn.</li> </ul>	X	

	Essential	Desirable
<ul style="list-style-type: none"> <li>• Understand and interprets complex data to drive student attainment</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Teach using an increasingly wide range of teaching strategies to meet differing learning needs and abilities.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Understanding of the strategies needed to establish consistently high aspirations and rates of progress</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Strategic thinker who tailors' lessons to student needs</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Successfully deploy a wide range of effective behaviour management strategies.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• To work as a team supporting department members in developing and sharing good practice</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Communicate effectively both verbally and in writing, to a range of audiences.</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Make effective use of ICT across the curriculum when teaching and planning</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Experience of managing, motivating and developing staff</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Demonstrable ability to lead, motivate, develop and inspire staff and to encourage student and parental involvement</li> </ul>	X	
<b>Teaching</b>		
<ul style="list-style-type: none"> <li>• Teaching judgements that are consistently 'Good' or better</li> </ul>	X	
<b>Developing Literacy and Numeracy and High Ability Provision</b>		
<ul style="list-style-type: none"> <li>• In depth knowledge of best practice in teaching and learning, including the use of the latest technologies, to support student learning</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Use of approaches to improve teaching and learning, including assessment for learning</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Experience of coaching/mentoring to support the development of colleagues</li> </ul>	X	
<ul style="list-style-type: none"> <li>• Experience of coaching/mentoring to support the development of colleagues.</li> </ul>	X	

	Essential	Desirable
<b>Personal Attributes</b>		
<ul style="list-style-type: none"> <li>Resilience, the ability to work under pressure and be able to meet deadlines.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to think strategically, creatively and to prioritise.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent communication skills (including written, oral and presentation skills).</li> </ul>	X	
<ul style="list-style-type: none"> <li>Willingness to work out of hours and occasional weekends</li> </ul>	x	
<ul style="list-style-type: none"> <li>Excellent interpersonal skills.</li> </ul>	X	
<ul style="list-style-type: none"> <li>A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme.</li> </ul>	X	

**How to apply**

For further information about this exciting opportunity, or an informal discussion please contact [recruitment@CORE-education.co.uk](mailto:recruitment@CORE-education.co.uk).

To apply for this role please submit your expression of interest to [recruitment@CORE-education.co.uk](mailto:recruitment@CORE-education.co.uk).

For more information visit our website, [CORE-education.co.uk/work-with-us](http://CORE-education.co.uk/work-with-us)

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.

---

CORE Education Trust, Naseby Road, Alum Rock, B8 3HG  
 0121 389 2824 • [enquiry@core-education.co.uk](mailto:enquiry@core-education.co.uk)  
 Group CEO: Adrian Packer CBE  
 CEO: Jo Tyler

 @COREeducate     @COREeducate