



## THE GRANGE SCHOOL

### Person Specification

#### **Position: Key Stage Leader Person Specification**

##### **i) Training and Qualifications:**

	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Experience of two schools		✓
Degree	✓	
Higher Degree		✓
Recent participation in a range of In-service	✓	
Experience of pastoral middle management e.g. year leader		✓

##### **iii) Experience of successful teaching:**

	Essential	Desirable
Display excellence in teaching ability	✓	
At least 3 years' teaching experience in Secondary School.	✓	
Experience in the development of form tutors and support of teachers with behaviour management		✓
Experience of successful teaching in more than one Key Stage	✓	

#### **Professional Knowledge, Qualities and Abilities:**

##### **Knowledge:**

	Essential	Desirable
Understanding of the characteristics of high quality pastoral care and development	✓	
High degree of knowledge of current generic developments in pastoral care	✓	
Successful track record in achieving good outcomes for students	✓	
Models principles of effective behaviour management and relationship building	✓	
Strategies for ensuring inclusion, diversity and access	✓	
The relationship between managing performance, CPD and sustained school improvement	✓	
Principles and coaching for teacher development	✓	
Principles and strategies of school improvement	✓	
The use of a range of evidence including: performance data, to support, monitor, evaluate and	✓	



improve aspects of pastoral care – attendance and behaviour.		
The work of other agencies and opportunities for collaboration	✓	

### Personal Qualities and Abilities:

	Essential	Desirable
Be able to build effective and positive working relationships.	✓	
Inspire, challenge, and motivate others to grow as teachers and form tutors.	✓	
Model the values and vision of the school.	✓	
Demonstrate personal enthusiasm for and commitment to the learning process.	✓	
Demonstrate the principles and practice of effective learning and teaching	✓	
Acknowledge excellence and challenge poor performance	✓	
Be professional, discreet, diplomatic and encouraging.	✓	
Committed to personal learning and development	✓	

### Other Requirements:

	Essential	Desirable
Application forms should be completed in full	✓	
Letter of Application should be <ul style="list-style-type: none"> <li>• clear and concise</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Underpinned by an overall philosophy for education</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Address the criteria identified in the person specification</li> </ul>	✓	

### Confidential References and Reports:

	Essential
Written reference(s) only will be considered	✓
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓
One of the references to include current Headteacher	✓
Positive recommendations, without reservation, from referees	✓

