



## WEOBLEY HIGH SCHOOL

<b>PERSON SPECIFICATION – SUBJECT LEADER</b>
<b>Qualifications</b>
<ul style="list-style-type: none"><li>• Fully accredited Qualified Teacher Status</li><li>• A degree in a relevant subject</li></ul>
<b>Expertise/Competence/Skills</b>
<ul style="list-style-type: none"><li>• The ability to lead a team of staff to ensure:<ol style="list-style-type: none"><li>1. the creation of a rich and safe learning environment for all learners, with high expectations and purposeful learning</li><li>2. that teachers select and use a range of appropriate classroom management and teaching strategies appropriate to learners' differing needs</li><li>3. that teachers challenge and support all learners to 'do their best'</li><li>4. that staff are flexible in adapting to different methods of lesson planning, work presentation, classroom organisation and codes of behaviour management</li></ol></li><li>• The ability to assess the needs of individual learners and accurately record and report their progress</li></ul>
<b>Experience</b>
<ul style="list-style-type: none"><li>• Successful and recent teaching experience within the 11-16 age range</li><li>• Successful teaching within the requirements of the national curriculum</li><li>• Evidence of stimulating and nurturing pupils' interest in their subject.</li></ul>
<b>Knowledge</b>
<ul style="list-style-type: none"><li>• A good understanding of the National Curriculum and national strategies to raise achievement at all levels</li><li>• A thorough and up to date knowledge of his/her subject specialism</li><li>• A knowledge of strategies to maximise progress and achievement for all children, including pupils with special educational needs, with English as an additional language, and gifted and talented pupils</li></ul>
<b>Specific Qualities</b>
<ul style="list-style-type: none"><li>• An outstanding and inspirational teacher passionate about their subject</li><li>• An innovative and determined leader with vision</li><li>• A confident and effective communicator (written and oral) with pupils, parents and colleagues from a range of different environments and other community members</li></ul>

- Ability to lead a team and to develop and maintain positive relationships with teaching and other support staff and to facilitate effective links between the community and school
- Possess excellent organisational skills and be reliable in fulfilling commitments and meeting deadlines
- Possess professional confidence and be able to work independently
- Commitment to further developing professional knowledge, skills and experience through induction and continuing professional development
- Commitment to pupils' and other members of the community's well-being, and to encouraging pupils and other members of the community to develop self-esteem and tolerance
- Respect for pupils' and other members of the community's social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning.
- Commitment to promote equality of opportunity and diversity in area of work
- A record of good health, attendance and time keeping.
- An ability to teach to GCSE level

#### **Desirable Requirements**

- Willingness to participate in or lead extra curricular activities
- Evidence of recent significant further professional development (INSET).
- Commitment to working with parents, celebrating pupils' special skills and talents, as well as tackling problems
- Experience in planning and managing the work of classroom assistants/learning support assistants and other staff