



# PERSON SPECIFICATION

Post	Head of Faculty – Social Sciences (Psychology specialist)
Pay Spine	Main/Upper Scale plus relevant TLR/Leadership Scale (as applicable)
Date	September 2023
Responsible to	Member of SLT

---

## 1. QUALIFICATIONS AND TRAINING

- University honours graduate  
Postgraduate teaching qualification/QTS or commitment to achieve soon after recruitment
- Proven track record of success in career to date
- Evidence of continuing professional development
- MIDAS Certificated (desirable)

## 2. TEACHING and PASTORAL EXPERIENCE

- Successful teaching experience
- Teaching experience in KS5 and preferably KS4
- Evidence of consistently good and outstanding teaching and learning
- Evidence of cascading outstanding teaching and learning practices in school or a range of schools
- Evidence of excellent classroom management skills
- Outstanding knowledge of Assessment Practice and its effective use
- Strong subject knowledge
- Knowledge of current curriculum and extra-curricular developments in your subject area
- A good understanding of progress data and its use
- The ability to differentiate to provide appropriate challenges for all learners
- Evidence of putting in place successful intervention strategies to raise achievement
- Evidence of pastoral experience, including taking responsibility for a form group

## 3. LEADERSHIP AND MANAGEMENT

- The ability to inspire, enthuse, develop and support colleagues
- The ability to evaluate and improve standards of teaching and learning within a department
- Experience of conducting Performance Management and desire to develop other colleagues

## 4. PERSONAL QUALITIES

- A willingness to learn and develop new skills
- A willingness and flexibility to work outside normal school hours
- The ambition to continue to progress in your career
- A desire to make a difference to the lives of young people
- An excellent attendance record
- Resilience and a sense of humour

## 5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT

- A proven commitment to inclusion
- A proven commitment to curriculum access and opportunity
- A proven commitment to comprehensive education
- A proven commitment to professional development
- Support for the school's specialist status
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.