

THE LENHAM SCHOOL

PERSON SPECIFICATION

Head of Faculty

	Essential	Desirable
Qualifications	A good honours degree in your specialist subject Qualified Teacher Status	Evidence of further study in your specialist subject.
Experience	A successful track record of working effectively within your own school. Evidence of excellent classroom practice.	Evidence of an ability to set and establish new and innovative working practices. Evidence of an ability to inspire and develop capacity in others.

Professional Attributes

- High expectations of students and a commitment to ensure they can achieve their full potential.
- Positive values and attributes and high standards of professional behaviour.
- Up to date knowledge and understanding of the professional duties of teachers.
- The ability to communicate effectively with children, young people colleagues, parents and carers.
- A commitment to improving practice through appropriate professional development.
- The desire to act upon advice and feedback and be open to coaching and mentoring.

Knowledge and Understanding

- Have a critical understanding of the most effective teaching, learning and behaviour management strategies, including how to select and use approaches that personalise learning to provide opportunities for all learners to achieve their potential.
- Have a critical understanding of what constitutes an 'outstanding' subject department and the ability and confidence to communicate this.
- Have a critical understanding of how your specialism and skills can contribute to departmental and school improvement goals.
- Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the curriculum, including those related to public examinations and qualifications.
- Know how to improve the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the department.
- Have an extensive and deep knowledge and understanding of subject/curriculum areas and related pedagogy, gained for example, through involvement in wider professional networks associated with their subjects/curriculum areas.
- An understanding of how to personalise provision to meet the learning needs of the full range of students.

Professional Skills

- Take a lead in planning collaboratively with colleagues in order to promote effective practice.
- Identify and explore links within and between subjects/curriculum areas in planning.
- Have teaching skills which lead to excellent results and outcomes.
- Demonstrate excellent and innovative pedagogical practice.
- Demonstrate excellent ability to assess and evaluate.
- Use local and national statistical data and other information, in order to provide a comparative baseline for evaluating learners' progress and attainment, a means of judging the effectiveness of teaching, and a basis for improving teaching and learning.
- Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs so that they demonstrate enhanced and effective practice.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people;
- ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- emotional resilience in working with challenging behaviours;
- attitudes to use of authority and maintaining discipline.