



# WILLIAM FARR

C of E Comprehensive School

## Head of Department: Person Specification

	Essential Requirements	Desirable
<b>Education and Qualifications, CPD</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of appropriate professional development</li> <li>• Enhanced CRB</li> </ul>	<ul style="list-style-type: none"> <li>• Graduate: Good Honours Degree</li> <li>• In-service training in leadership and management</li> <li>• Further qualifications e.g. NPQML</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 3 years' teaching experience in a Secondary School</li> <li>• Experience of successfully managing an aspect of school/department improvement</li> <li>• Evidence of successful experience of curriculum/subject development</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in large secondary school</li> <li>• 6<sup>th</sup> form experience</li> <li>• Experience of contributing to effective professional development of staff</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Good understanding of the characteristics of high quality teaching and effective learning</li> <li>• An ability to successfully plan and implement curriculum developments</li> <li>• A clear educational philosophy</li> <li>• Ability to see the big picture, think strategically and apply this to a department.</li> <li>• Good knowledge and understanding of pedagogy and how to help students learn and make progress</li> <li>• Good understanding of effective pastoral systems</li> <li>• Ability to support others with behaviour strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in whole school initiatives</li> <li>• Strong awareness of emerging national educational issues</li> <li>• Knowledge of National bodies who effect education and how best to maximise their influence.</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Commitment to and ability to raise achievement for all</li> <li>• Proven track record of raising academic standards, good examination results and delivery against targets</li> <li>• Experience of implementing a range of effective intervention strategies</li> <li>• Able to use data to inform teaching, for measuring progress, for target setting and improving performance</li> <li>• Role model as excellent classroom practitioner – capable of delivering consistently good to outstanding lessons</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of monitoring and evaluating classroom practice through observations</li> </ul>

	<ul style="list-style-type: none"> <li>• A student centred, inclusive, positive, approach to learning</li> <li>• Good use of new technologies as a tool for learning</li> </ul>	
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Strong leadership and management skills in line with the national standards including interpersonal, communication, organisational, administrative and ICT skills</li> <li>• Ability to command respect</li> <li>• Highly motivated and able to motivate and inspire staff and students</li> <li>• Ability to lead, support, develop and motivate teams</li> <li>• Ability to delegate responsibility, deploy staff effectively and provide a focus for improvement</li> <li>• Good self-evaluation and the ability to apply the OFSTED Framework to improve performance</li> </ul>	<ul style="list-style-type: none"> <li>• Recent leadership training</li> </ul>
<b>Personal qualities and commitment</b>	<ul style="list-style-type: none"> <li>• Ability to build and work with an effective team</li> <li>• Excellent written, verbal and non-verbal communication skills</li> <li>• Ability to see tasks through to a successful conclusion</li> <li>• Ability to work under pressure, meet tight deadlines and pay attention to detail</li> <li>• High level of interpersonal skills with the ability to maintain a positive profile with pupils, staff and parents</li> <li>• Good IT skills</li> <li>• Ability to be reflective and self-critical</li> <li>• Flexibility in working practices and adaptability to change</li> <li>• Excellent record of punctuality, attendance, health</li> <li>• Commitment to collaborative working with other schools and HE</li> <li>• Sense of humour, common sense and the ability to maintain a sense of perspective</li> </ul>	<ul style="list-style-type: none"> <li>• Range of interests and activities</li> </ul>
<b>Suitability to work with children</b>	<ul style="list-style-type: none"> <li>• Responsible for promoting and safeguarding the welfare of children and young persons for whom you are responsible or come into contact with</li> <li>• Not barred from working with children</li> </ul>	