

**HERSCHEL GRAMMAR SCHOOL**  
**PERSON SPECIFICATION**  
**HEAD OF FACULTY**

	<b>Essential</b>	<b>Desirable</b>
<b>QUALIFICATIONS</b>		
Degree in relevant subject/field	√	
QTS or equivalent	√	
At least 5 years' teaching experience	√	
CPD which has developed leadership and management skill set	√	
<b>EXPERIENCE</b>		
Recent experience of teaching at least two key stages with successful record of value-added outcomes	√	
Track record of successful middle leadership responsibility	√	
Implementation of successful behaviour management strategies	√	
Experience of managing change successfully		√
Leadership of initiatives which have raised student attainment		√
Involvement in curriculum development	√	
Managing and involving others in development work	√	
<b>KNOWLEDGE AND UNDERSTANDING</b>		
Thorough knowledge and understanding of relevant National Curriculum and examination specifications	√	
Recent developments in teaching and learning associated with the faculty subjects	√	
Role of the subjects in the curriculum as a whole		√
<b>IN SERVICE TRAINING</b>		
Able to demonstrate commitment to improving as a teacher through a variety of means – personal reflection, departmental development time, whole school training and attending relevant courses	√	
<b>QUALITY OF RELATIONSHIPS</b>		
Ability to motivate and inspire pupils and influence recruitment to the subject areas	√	
Ability to lead, motivate and inspire staff	√	
Confidence in dealing with parents, staff and outside agencies to maintain positive relationships	√	
Highly effective classroom management resulting in positive working relationships with pupils	√	
Commitment to restorative approaches	√	
Commitment to developing student wellbeing	√	
The ability to work closely and collaboratively with all staff both in the classroom and in whole school issues	√	
High degree of emotional intelligence	√	
Ability to delegate and hold staff to account	√	
<b>SKILLS</b>		
Excellent teaching skills	√	
Knowledge and effective use of ICT for administration purposes	√	
Ability to meet deadlines	√	
Ability to using students' information and data to promote progress and attainment	√	
<b>PERSONAL ATTRIBUTES</b>		
A willingness to work for the benefit of students both inside and outside the classroom	√	
Excellent subject knowledge	√	
An enthusiasm for creating and sharing resources, energy and commitment		√

Confidence, tenacity, flexibility and adaptability	√	
Ability to work under pressure	√	
Empathy for pupils, parents, staff and the community	√	
A sense of humour and a can do attitude		√
Good interpersonal skills	√	
A commitment to a team ethos	√	
Professional integrity and honesty	√	
Impact and presence	√	