

THE ELTON HIGH SCHOOL

PERSON SPECIFICATION

POST: DEPUTY HEAD OF DEPARTMENT – (PAY SPINE) + TLR 2b

QUALITIES & ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCED BY
TEACHING			
Qualified teacher status in the named subject	✓		Application
Degree or equivalent	✓		Application
PROFESSIONAL KNOWLEDGE/UNDERSTANDING			
Knowledge of current good practice in Teaching and Learning including the new Ofsted framework and key elements in Quality of Education and Leadership & Management criteria	✓		Application/Selection Activities
Knowledge and understanding of relevant subject NC and GCSE requirements	✓		Application/Selection Activities
To be an outstanding classroom practitioner	✓		Application/Selection Activities
Good ICT skills	✓		Application/ Selection Activities
A vision for the subject responsibility	✓		Application/Selection Activities
Evidence of curriculum development and planning	✓		Application/Selection Activities
MANAGEMENT			
Experience of management role at curriculum level	✓		Application/ Selection Activities
Evidence of good student management and discipline	✓		Selection Activities
A commitment to raising standards and evidence where this has been achieved	✓		Application/Selection Activities
Ability to develop effective professional relationships	✓		Application/Selection Activities
Evidence of good organisational and planning skills	✓		Selection Activities
Ability to lead staff	✓		Application/Selection Activities
GENERAL/PERSONAL QUALITIES AND CHARACTERISTICS			
An effective team member, but can think and work independently	✓		Selection Activities
Able to motivate students	✓		Selection Activities
Commitment to undertake personal and professional development	✓		Selection Activities
Strong interpersonal skills	✓		Selection Activities
Enthusiastic and ambitious	✓		Selection Activities
To be a caring and committed professional	✓		Selection Activities
A good health and attendance record	✓		Reference
Willingness to be involved in the wider life of the School/extra curricular activity	✓		Selection Activities
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓		Application/Selection Activities
Ability to be self-motivating and show initiative	✓		Application/Selection Activities
Potential for further promotion with training	✓		Application/Selection Activities

Selection activities will include interviews, classroom observation or other activity as decided.

References will be considered prior to shortlisting and appointment, contributing to judgements on the above.