

Spalding High School Head of Department Person Specification		
Qualifications and Professional Development.	Essential/Desirable	How it will be identified.
Qualified Teacher Status	E	Application process and verification of professional credentials.
Degree	E	
Evidence of recent, relevant and continued professional development	E	
Enhanced DBS check	E	
Further recent qualifications relating to education, management, school leadership	D	
Experience		
An exemplary classroom practitioner with the ability to teach across the relevant KS	E	Application process. Selection process. Interviews. References.
Knowledge and understanding of teaching and learning at KS3,4&5	E	
Experience of improving the standards of teaching and learning through the use of pupil performance data	E	
Experience of working with children identified as being vulnerable to underachievement and ensuring improvements for these children	E	
A minimum of five years teaching experience	D	
Experience of working in more than one school	D	
Curriculum and/or pastoral leadership demonstrating a measurable impact on standards of teaching/learning or pupil well-being	D	
Experience of line management and performance appraisal	D	
Leadership knowledge and skills		
A clear understanding of the principles and strategies that promote the highest quality teaching, learning and pastoral support	E	Application process. Selection process. Interviews. References.
Current knowledge and understanding of the national agenda for subject and education	E	
Excellent interpersonal skills	E	
Involvement in school/department self-assessment and school/department improvement planning	D	
To think strategically and support the Headteacher in building and communicating a coherent vision	D	
Personal attributes and skills		
Work as part of a high performing team	E	Application process. Selection process. Interviews. References.
Communicate effectively both orally and in writing with a wide range of audiences	E	
Maintain and further develop the excellent relationships that exist between the School, the staff, students, parents, governors and wider community	E	
Successfully inspire, lead, manage and motivate staff and/or students to maximise their potential	E	
Reliability, integrity, credibility, loyalty, a sense of perspective and humour	E	
Commitment to promote the caring community ethos of the School and its teamwork approach	E	
Ability to deploy a range of leadership skills appropriately	E	
Demonstrate self-management including time management, working under pressure and meeting deadlines	E	
Ability to manage and resolve conflict effectively and sensitively	E	