



Person Specification

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| JOB TITLE: | Subject Leader – Creative Industries |
| DATE: | May 2023 |
| STATUS: | N/A |

| CRITERIA | Essential/ Desirable | Application | Tasks | Interview | Vetting Checks |
|---|-------------------------|-------------|-------|-----------|-------------------|
| Knowledge and qualifications | | | | | |
| 1. Qualified teacher status | E | ✓ | | | ✓ |
| 2. Other higher qualifications | D | ✓ | | | |
| 3. Middle Leader Qualification | D | ✓ | | | |
| Experience | | | | | |
| 4. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes. | E | ✓ | | | ✓ |
| 5. Have led professional learning activities | E | ✓ | | | ✓ |
| 6. Have a proven CPD record | E | ✓ | | | ✓ |
| 7. Professional Development across the school (school wide) | D | ✓ | | | ✓ |
| 8. Experience of successful leadership | E | ✓ | | ✓ | |
| 9. Successful teaching through Years 7 to 11 with outstanding outcomes for all key groups of pupils | E | ✓ | | ✓ | |
| 10. Proven classroom management skills | E | ✓ | | ✓ | |
| 11. Experience of working with vulnerable children | E | ✓ | | ✓ | |
| 12. Quality first classroom teaching for pupils with SEND | E | ✓ | | ✓ | |

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| 13. Experience of teaching and learning strategies to raise learner and department attainment | E | ✓ | | ✓ | |
| 14. Leading initiatives with successful outcomes | E | ✓ | | ✓ | |
| 15. Whole school responsibility | D | ✓ | | ✓ | |
| Skills and competencies | | | | | |
| 16. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline | E | | | ✓ | ✓ |
| 17. Demonstrate sustained teaching excellence within Creative Industries. | E | ✓ | | ✓ | |
| 18. Ability to use ICT within their teaching and to interpret data. | E | ✓ | | ✓ | |
| 19. Understanding of systems to track and analyse attainment throughout all years | E | ✓ | | ✓ | |
| 20. Awareness of safer recruitment and basic child protection training | E | ✓ | | ✓ | |
| 21. Excellent communication, both orally and in writing | E | ✓ | | ✓ | |
| 22. Proactive in keeping up to date with strategic and national developments in Education. Both subject specific and whole school. | D | ✓ | | ✓ | |
| 23. Contribute positively and effectively to the formulation of improvement plans and developments, whole school and department | D | ✓ | | ✓ | |
| 24. Excellent interpersonal skills with the ability to inspire and motivate others | E | ✓ | | ✓ | |
| 25. Demonstrate the ability to prioritise Work as part of a team for the benefits of colleagues and pupils | E | ✓ | | ✓ | |
| 26. Show and promote positive attitudes, values and behaviour to support the Christian ethos of the school | E | ✓ | | ✓ | |
| 27. Show and promote a passion for learning | E | ✓ | | ✓ | |

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|--|---|---|--|---|---|
| 28. Commitment to raising the standards in teaching and learning through CPD | D | ✓ | | ✓ | |
| 29. Develop productive relationships within the wider school environment | D | ✓ | | ✓ | |
| Other | | | | | |
| 30. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role | E | ✓ | | ✓ | ✓ |
| 31. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role | E | | | | ✓ |
| 32. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible | E | ✓ | | | ✓ |
| 33. Two satisfactory references including at least one from the current employer | E | ✓ | | | ✓ |