**Person Specification**

**Subject Leader- PSHE KS4/5**

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| **Criterion** | **Essential** | **Desirable** |
| **Professional Qualifications** | * A good degree * Qualified Teacher Status | * Evidence of continuing professional development |
| **Skills and Attributes** | * Enthusiastic leader with ability to inspire trust and confidence * Flexible, energetic, determined * Effective and sensitive communicator to a range of audiences * Ability to successfully present, inform, interact and consult with staff * Sensitivity to the school ethos * Willingness to review and if necessary revise a standpoint * Willingness to seek advice and support when necessary * Approachable * Ability to foster mutual respect in students and adults * Good problem solving skills * Organised, and able to work calmly and effectively under pressure * Can motivate and encourage others especially in a period of challenge and change |  |
| **Teaching and Learning** | * Substantial, recent and successful experience of teaching in Key stage 3 and 4 * Knowledge of National Curriculum requirements and ability to successfully implement them * Understanding of the use of a range of data to inform planning and underpin individual student progress * Understanding of, and ability to model the characteristics of effective teaching, learning and assessment strategies * Ability to monitor, evaluate and develop teaching and learning throughout the Subject Area * Experience of, and commitment to, the education of the whole person promoting social and emotional well-being in addition to academic development * High expectations of students and colleagues * Ability to use ICT in teaching and learning and for administration |  |
| **Strategic Direction and Development** | * Able to lead, develop, share and realise strategic plans for the Subject Area * Able to motivate, challenge and empower others to deliver an improvement plan * Knowledge and understanding of educational trends * Commitment to the use of emerging technologies |  |
| **Accountability** | * Ability to build and maintain effective links with stakeholders * Ability to engage with parents in the education of their children * Ability to develop and present a coherent and accurate account of the Subject Area’s performance to a range of audiences including parents and external agencies |  |
| **Leading and Managing Staff** | * Ability to contribute to the recognition and effective use of the talents of the teaching team * Effective management of student behaviour * Ability to take difficult decisions and convey outcomes clearly and sensitively * Ability to foster an open, fair and equitable culture within the Subject Area |  |
| **Managing Resources** | * Ability to undertake financial planning and management of the Subject Area budget * Ability to use a range of technologies to manage the Subject Area and to promote effective teaching, learning and assessment * Ability to work collaboratively with others |  |