**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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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