Glebe School

An ambitious, inspirational trust, providing outstanding learning and support

PERSON SPECIFICATION

Head of Drama Maternity Cover

CRITERIA	Essential/ Desirable		Assessed by: Application Form/Supporting statement /Interview		
	E	D	AF	S	I
EDUCATION AND QUALIFICATIONS	**E**	**D**	**AF**	**S**	**I**
A good honours degree or equivalent	√		√		
Qualified Teacher Status (QTS) or equivalent	√		√		
Evidence of recent and relevant training and development	√		√		
Record of continuous professional development		√	√		
PROFESSIONAL KNOWLEDGE, SKILLS AND ABILITIES	**E**	**D**	**AF**	**S**	**I**
Successful middle leadership experience likely to have been gained in current school setting		√	√	√	√
Evidence of excellent teaching resulting in outstanding student outcomes	√			√	√
In-depth knowledge and understanding of SEND and wider educational agenda including current national policies and educational issues as well as the statutory and legal framework governing the operation of a School		√		√	√
Demonstration of in-depth subject and curriculum knowledge	√			√	√
Ability to teach all aspects of Drama across a range of abilities	√			√	√
Experience of teaching across a range of Key Stages (KS3 and KS4)	√		√	√	√
Knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures; demonstrating suitability to work with children	√			√	√
Excellent organisational skills and the ability to translate strategies and policies into effective practice	√			√	√
Have high expectations and personal integrity with the ability to promote and deliver the values, culture, ethos and traditions of the school	√			√	√

Excellent analytical skills with the ability interpret and present data effectively to a variety of stakeholders	√			√	√
Knowledge of the potential of IT to enhance learning, interpret and analyse data and understand school information systems	√			√	√
Be proactive, innovative and versatile with a high level of drive, energy and enthusiasm necessary to effectively deliver common goals	√			√	√
Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	√			√	√
Ability to form excellent working relationships with staff, students, parents, Trustees and external partners	√				√
Be a visible high profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community	√				√

STUDENTS AND STAFF	**E**	**D**	**AF**	**S**	**I**
A passion for outstanding teaching coupled with the ability to lead and motivate colleagues to improve classroom effectiveness and raise achievement	√			√	√
Successful experience of positive behaviour management and developing a safe, student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	√			√	√
Successful experience of curriculum development for students with SEND along with an understanding of the issues associated with choice and flexibility needed to meet the personalised agenda from Y7 through to the Sixth form	√			√	√
Knowledge and understanding of the varying needs and abilities of students with SEND, particularly those on the Autistic Spectrum	√			√	√
A passion and commitment to providing a holistic approach to student development	√			√	√
Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students	√			√	√
The ability to lead, manage and motivate colleagues to deliver a challenging and creative curriculum and to improve classroom effectiveness and raise achievement	√			√	√
Experience of observing teaching and learning and monitoring practice effectively and providing quality feedback to staff	√			√	√
Experience of developing staff and supporting their wellbeing		√		√	√
Evidence of achieving a safe, secure and healthy school environment	√			√	√

Willingness to be involved in the wider life of the school community	√			√	√
Demonstrate the importance of a work life balance	√			√	√

SYSTEMS & PROCESSES					
Proven successful experience of school/ department self-evaluation and accountability and the school improvement process	√			√	√
Welcome strong governance and actively work collaboratively with the Board of Trustees and other stakeholders to develop and deliver a school vision which embraces excellence, intellectual rigour, high standards and inclusion	√			√	√
A commitment to and evidence of promoting inclusion, diversity and equal opportunities within the curriculum	√			√	√
Proven ability to plan strategically with the expertise to deliver and to communicate compellingly the school's vision and drive the strategic leadership, empowering all students and staff to excel	√			√	√