WOLSINGHAM SCHOOL

PERSON SPECIFICATION: HEAD OF HOUSE

Please also see the Person Specification for a Teacher, also attached to this advertisement.

**EDUCATION, QUALIFICATIONS & TRAINING**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Evidence of continuing professional development relevant to pastoral care and/or safeguarding of young people |  | Yes | Application Form |

**EXPERIENCE**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Successful experience as part of a pastoral team, e.g., as a form tutor or pastoral leader. | Yes |  | Application Form  Reference  Interview |
| Experience of dealing effectively with difficult personal welfare issues | Yes |  | Application Form  Reference  Interview |
| Experience of dealing effectively with difficult safeguarding issues |  | Yes | Application Form  Reference  Interview |

**KNOWLEDGE, SKILLS & APTITUDES**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| The ability to relate to young people, communicate effective with them, understand their concerns and compassionately solve issues in a helpful and practical way | Yes |  | Application Form  Reference  Interview |
| The ability to set high standards so that every student can achieve to the very best of their ability and matures into an adult that they can be proud of | Yes |  | Application Form  Reference  Interview |

**PERSONAL ATTRIBUTES**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| A genuine desire to get to know our students and their families | Yes |  | Application Form  Reference  Interview |
| An excellent work ethic | Yes |  | Application Form  Reference  Interview |
| Patience, good sense of humour. | Yes |  | Application Form  Reference  Interview |
| Flexibility | Yes |  | Application Form  Reference  Interview |
| A belief in the value and uniqueness of every student | Yes |  | Application Form  Reference  Interview |

**OTHER REQUIREMENTS**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| A commitment to safeguarding & promoting the welfare of children and young people | Yes |  | Reference  Interview |
| Awareness and adherence to relevant health & safety regulations and a commitment to equality of opportunity | Yes |  | Application  Reference |

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

**The School Operates a No Smoking Policy**

WOLSINGHAM SCHOOL

PERSON SPECIFICATION: TEACHER

**EDUCATION, QUALIFICATIONS & TRAINING**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| * Degree in related subject. | Yes |  | Application Form |
| * Qualified Teacher Status. | Yes |  | Application Form |
| * PGCE (or equivalent) in relevant area for secondary phase. | Yes |  | Application Form |

**EXPERIENCE**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| * Experience of successful teaching of relevant subject in the secondary phase, whether as a teacher or as part of teacher training. | Yes |  | Application Form  Reference  Interview |
| * Evidence of commitment to own professional development. | Yes |  | Application Form  Reference  Interview |
| * Working effectively as a form tutor. |  | Yes | Application Form  Reference  Interview |
| * Development of Schemes of Learning across Key Stages. |  | Yes | Application Form  Reference  Interview |
| * Experience of teaching at GCSE level. |  | Yes | Application Form  Reference  Interview |

**KNOWLEDGE, SKILLS & APTITUDES**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| * Knowledge of KS3 curriculum and current KS4 specifications. | Yes |  | Application Form  Reference  Interview |
| * Use of assessment information to improve student progress. | Yes |  | Application Form  Reference  Interview |
| * Ability to plan and resource effective interventions. | Yes |  | Application Form  Reference  Interview |
| * Competent user of ICT. | Yes |  | Application Form  Reference  Interview |
| * Experience of marking and moderation procedures. |  | Yes | Application Form  Reference  Interview |
| * Ability to work effectively and supportively as a member of the school team. | Yes |  | Application Form  Reference  Interview |
| * Ability to work within and apply all school policies e.g. behaviour management, child protection, Health & Safety, Equal Opportunities etc. | Yes |  | Application Form  Reference  Interview |

**PERSONAL ATTRIBUTES**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Ability to effectively manage behaviour in the classroom / work as part of a team / undertake a full range of professional duties. | Yes |  | Application Form  Reference  Interview |
| Ability to enthuse, engage and motivate students. | Yes |  | Application Form  Reference  Interview |
| A commitment and the ability to contribute effectively to our extensive extra-curricular programme |  | Yes | Application Form  Reference  Interview |

**OTHER REQUIREMENTS**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| Enthusiasm, energy and commitment. | Yes |  | Reference  Interview |
| A commitment to safeguarding & promoting the welfare of children and young people | Yes |  | Reference  Interview |
| A willingness to undertake additional training, keep up-to-date with developments and changes in good practice. | Yes |  | Reference  Interview |
| Awareness and adherence to relevant health & safety regulations and a commitment to equality of opportunity | Yes |  | Application  Reference |
| Excellent organisational skills. | Yes |  | Reference  Interview |
| Enhanced DBS check. | Yes |  | Application |

Any relevant issues arising from references will be taken up at interview.

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