



PERSON SPECIFICATION

Post title:	Subject Leader for Physical Education
Academy:	Academy 360
Reporting to:	Member of the Senior Leadership Team
Salary/pay range:	L3-L6
Hours of work:	Full-time

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & training	Essential	Desirable	How identified
Qualified Teacher Status (QTS)	X		Application
A degree qualification in the relevant subject/field	X		
Evidence of continuing professional development	X		
Leadership training		X	
Personal attributes	Essential	Desirable	How identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open-minded to bringing about extraordinary change which may challenge the norm	X		
Knowledge & experience	Essential	Desirable	How identified
Previous leadership experience within a school setting (Head of Department or Second in Department or equivalent)		X	Application Interview Task
Experience of quality teaching and learning within a secondary school setting	X		
Experience of designing and implementing an engaging, inclusive curriculum	X		

Experience of preparing students for examinations and of raising student attainment and progress	X		
Experience of using assessment data to inform teaching and learning	X		
Excellent subject knowledge and current curriculum developments	X		
Experience of proactive parental engagement to foster pupil success	X		
Experience of undertaking line management responsibilities such as return-to-work meetings and performance management		X	
Involvement in teacher training or mentoring (e.g., ITT or ECTs)		X	
Skills	Essential	Desirable	How identified
Strong people leadership and communication skills, with the ability to inspire both staff and students	X		Application Interview Task
Creative and innovative approach to teaching and learning, with enthusiasm and passion	X		
Effective classroom management skills	X		
Ability to work collaboratively with colleagues, students and parents	X		
Strong organisational and time management abilities, with the capacity to handle multiple priorities	X		
Enthusiastic, flexible and proactive approach	X		
Equal opportunities	Essential	Desirable	How identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equality, Diversity & Inclusion policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up-to-date knowledge of relevant legislation and guidance in relation to working with young people	X		