

GARTH HILL COLLEGE
PERSON SPECIFICATION FOR DEPUTY HEAD OF FACULTY POST

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications, Training and Experience	<p>A degree and QTS.</p> <p>Recent good or better track record of success as a Subject Leader or second in-charge of subject (minimum of two years' leadership experience) and as a teacher. <i>Please note that in line with the College's Pay Policy, a DFL must also lead a subject area in that school.</i></p> <p>Experience as a successful Form Tutor, providing the very best pastoral care.</p>	<p>Good honours degree (2.1 or higher)</p> <p>Leadership qualification/training such as NPQML</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Able to secure a positive culture with consistently high levels of support for development and well-being, responding constructively and pragmatically to concerns raised by staff.</p> <p>Able to lead, collaborate, manage resources effectively (including empowering others through delegation), challenge, inspire and motivate staff, other adults and young people while responding flexibly and sensitively to their needs.</p> <p>Experience of holding other adults and young people to account and managing difficult conversations.</p> <p>A well-developed understanding of current educational issues, theory and practice, with particular regard to the National Curriculum, OFSTED framework, relevant subject area, learning and personal development.</p> <p>Secure understanding of the development, implementation and quality assurance of good quality education rooted in great curriculum intent and implementation so that all pupils are learning routinely well.</p> <p>Effective assessment and data analysis of pupils' progress and learning in respect of curriculum and personal development which contribute markedly to their learning journey.</p> <p>The use of non-confrontational and inclusive behaviour management strategies to achieve good or better outcomes for all.</p> <p>Understanding of and commitment to the requirements of safeguarding children and young people (basic training completed).</p>	<p>Good knowledge of relevant policies, legislation and relevant statutory frameworks.</p> <p>Experience of implementing national curriculum and relevant learning programmes/strategies, including those relevant to the College's context</p> <p>Experience of leading a team and managing change</p>

Personal Professional Requirements	<p>Able to communicate well, both orally and in writing, with others, including young people and other adults.</p> <p>Remain calm in challenging and pressurised situations.</p> <p>Work wells independently and as part of a team.</p> <p>Plan time effectively and meet deadlines.</p> <p>Strong commitment to equality of opportunity.</p> <p>Strong commitment to own continuing professional development and that of others.</p> <p>Conveys high professional standards and a strong sense of personal fulfilment and achievement.</p> <p>Positive outlook and approach.</p> <p>A willingness to adopt or try new approaches and ideas and bring others on board.</p>	
Other work requirements	<p>A satisfactory enhanced DBS check</p>	