



PERSON SPECIFICATION – HEAD OF P.E.

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • QTS (Secondary age range) • Degree level qualification 	<ul style="list-style-type: none"> • Further professional qualification e.g. NPQML • External examination experience 	<ul style="list-style-type: none"> • Application form
Experience	<ul style="list-style-type: none"> • Proven track record of successful teaching across the ability range • Be an outstanding teacher • Monitoring standards – acknowledge excellence and challenge poor performance • Setting and achieving ambitious goals and challenging targets • Recent and successful experience of teaching up to GCSE • Be a talented sports person within their specific sporting area and have a wide range of experience of coaching or teaching sports identified within the national curriculum. 	<ul style="list-style-type: none"> • Participation in whole school initiatives • Performance management line management experience. • Experience of successfully running extra-curricular activities, including whole school events • Management of staff, including external coaching staff • Leading an Outstanding Department 	<ul style="list-style-type: none"> • Letter of application • Application form
Professional Development	<ul style="list-style-type: none"> • Evidence of relevant further professional development • Experience of a form tutor role • Coaching certificates and awards within key sports 	<ul style="list-style-type: none"> • Experience of leading/co-ordinating professional development opportunities • Experience of leading session with parents or a large audience • Be involved in wider community sports 	<ul style="list-style-type: none"> • Application form

<p>Knowledge/special aptitudes</p>	<ul style="list-style-type: none"> • Knowledge of school improvement methods • Ability to interpret and analyse performance data • Knowledge of the characteristics of good and outstanding teaching and learning • Understanding and commitment to safeguarding procedures • Good use of ICT as a teaching and learning tool • High expectations of students and the ability to ensure that all students needs are met • The ability to build positive relationships with colleagues, students and parents • Understanding of a broad range of current relevant education issues/initiatives 	<ul style="list-style-type: none"> • Knowledge of successful intervention strategies • Extensive curriculum knowledge • Experience of planning, implementing and evaluating successful strategies for school improvement with regard to the P.E. curriculum. • Experience of achieving accredited sports awards for schools. 	<ul style="list-style-type: none"> • Interview
<p>Personal Qualities/skills and Characteristics</p>	<ul style="list-style-type: none"> • Ability to challenge, influence and motivate others to achieve high standards • Has ambition • Ability to prioritise, plan, organise self and others • Excellent communication, written and verbal • Willingness to contribute to whole school improvement • Ability to cope calmly under pressure • Resilience to an ever changing education agenda • Commitment to safeguarding policies and procedures • Awareness of current developments in education teaching and learning • Fully committed to extra-curricular life at school, in particular leading on sports days and House activities at all levels 		<ul style="list-style-type: none"> • Letter of application • interview