

New Mills School

Person Specification: Head of PE, Health & Fitness	
Selection Criteria	Assessment
Knowledge and Understanding	
Has a degree, QTS and experience of successfully teaching at secondary school level	A
Has demonstrated further professional development in school leadership through qualifications or training	A
Understands what constitutes good and outstanding teaching and is a good/outstanding teacher	A / I
Has excellent knowledge of curriculum design and is abreast of the latest thinking and developments	A / I
Knows, understands and can demonstrate the ability to lead sustained improvement in standards of learning in their current post	A / I / R
Has demonstrated personal effectiveness in improving the quality of learning and assessment	A / I / R
Has excellent knowledge of the areas of responsibility outlined in the job description	A / I
Has a good understanding of innovative pedagogic and learning initiatives	I
Has a good understanding about effective performance management and its place in bringing about improvement	I
Has excellent knowledge of how modern technology can be used in learning	A / I
Recognises the value of developing an evidence-informed approach to Teaching, Learning and Assessment	A / I
Leadership & Management	
Is a role model for staff and students	I
Can secure the commitment of staff and can motivate teams to embrace change	A / I / R
Has high expectations, sets and delivers high standards and commands credibility through expertise	A / I
Is a strategic thinker and able to turn strategy into action	A / I
Has a record of converting ideas into successes	I

Is able to plan, resource, deliver, assess, review and evaluate initiatives effectively and efficiently	A / I
Can prioritise conflicting demands and is flexible in accommodating changing contexts	A / I
Can engage with 'whole-school' position and see the big picture and work supportively within that context	I
Has the capacity to support and challenge other staff	A / I
Knows when to consult, make decisions and defer to others	I / R
Uses data to identify long-term trends and can identify appropriate solutions and improvements	A / I
Can communicate effectively to different audiences in different ways	A / I
Can develop a culture of celebrating success	I
Self Management	
Manages their own personal time effectively	A / I / R
Is able to meet deadlines and ensure others can	I / R
Sets and achieves challenging professional goals	I / R
Takes responsibility for their own professional development	I / R
Personal Attributes	
Enjoys seeing young people and adults learn in a positive climate and is committed to ensuring all are supported in making progress	A / I
Is reliable and has an excellent record of attendance and punctuality	A / R
Has a passion for seeing children and staff achieve beyond typical expectations	A / I / R
Has a personal impact/presence underpinned by high expectations of achievement and behaviour	A / I
Is an innovative practitioner able to solve problems and convert them into successes	A / R
Is committed, resilient, robust and resourceful and of a reflective and determined disposition	A / I / R
Is sensitive, empathetic yet professionally and objectively detached when managing conflicts	I / R
Is suitable to work in an environment where they will be responsible for promoting and safeguarding the welfare of children and young people	A / R

Key: A – Application I - Interview R - Reference