



## **Person Specification**

**POST: DEPUTY HEAD OF FACULTY (SCIENCE)**

**DATE: 05.05.2022**

### **Recruitment and Selection Policy Statement**

The Governing Body will ensure that all staff, job applicants, and students seeking admission to the school do not suffer direct or indirect discrimination on the grounds of sex, race, age, disability, sexual orientation, marital status, religion or belief, and are not disadvantaged by any other condition or requirement which cannot be shown to be justifiable

<b>CRITERIA</b>	<b>STANDARD</b>	<b>E/D</b>	<b>MEASURED BY</b>
Qualifications	A graduate in a relevant discipline	E	Application form
	To hold a teaching qualification that is recognised by the DfE	E	Application form
Knowledge	To have evidence of continuing and recent professional development relevant to the post, commitment to lifelong learning	E	Application form
	Knowledge of subject across all three key stages.	D	Application form/interview
Skills	Evidence of impact in teaching.	E	Application form/Interview
	Evidence of impact of leadership of teaching across a subject, year group or key stage.	D	Application form/Interview
	Teaching experience to date is high quality and sustained	D	Application form/Interview
	Ability to produce accurate work to tight deadlines under pressure	E	Application form/Interview
	Ability to communicate clearly in writing and orally to a variety of audiences	E	Application form/ Interview
	Ability to be able to deal sensitively with pastoral issues relating to staff and students	E	Application form/Lesson Observation
	ICT skills that reflect the impact of technology in today's classrooms	E	Application form/ Interview
Attitude	Commitment to the St Martin's School vision	E	Application form/Interview

**The standards of the job specification are termed as essential (E) or desirable (D)**