

**PERSON SPECIFICATION: SUBJECT LEADER – PERFORMING ARTS**  
**September 2021**

CRITERIA	NECESSARY REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>EDUCATION AND QUALIFICATIONS</b>	<ol style="list-style-type: none"> <li>1. Qualified Teacher Status</li> <li>2. Good honours degree in related subject area</li> <li>3. Evidence of continuing professional development</li> </ol>	<div>✓</div> <div>✓</div>	<div>✓</div>
<b>KNOWLEDGE AND EXPERIENCE</b>	<ol style="list-style-type: none"> <li>1. A thorough knowledge of and enthusiasm for Music and Drama teaching across both Key Stages.</li> <li>2. Strategies for raising achievement</li> <li>3. Strategies for promoting good student engagement</li> <li>4. Strategies to raise standards through effective learning and teaching</li> <li>5. Knowledge and experience of different approaches and accreditations for KS4 students</li> <li>6. Experience of self-evaluation improvement planning</li> <li>7. Commitment to inclusion and the right of any student to be the best that they can be</li> <li>8. Commitment to Equal Opportunities and diversity</li> <li>9. Knowledge of current educational issues and their implications for the school</li> <li>10. Knowledge and understanding of the secondary curriculum and its implications</li> <li>11. Experience of working in partnership with outside agencies including other learning settings</li> <li>12. Has up to date knowledge of safeguarding</li> <li>13. Student attitudes to learning and attendance issues</li> <li>14. Know intuitively how to construct the right climate for learning, engaging students whilst promoting excitement</li> <li>15. Commitment to choice and flexibility to meet the personalised learning needs of all pupils.</li> <li>16. Knowledge of the current Ofsted framework and the contribution of these subjects towards whole school SMSC development.</li> </ol>	<div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div>	<div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div>
<b>SKILLS AND ABILITIES Leadership Skills</b>	<p>The ability to:</p> <ol style="list-style-type: none"> <li>1. Inspire, lead and motivate</li> <li>2. Inform and involve parents and the wider community</li> <li>3. Support and work as part of a team</li> <li>4. Display commitment to the protection and safeguarding of children and young people</li> <li>5. Organise productions/concerts for the wider community</li> </ol>	<div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div>	
<b>SKILLS AND ABILITIES: Decision Making Skills</b>	<p>The ability to:</p> <ol style="list-style-type: none"> <li>1. Make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the school</li> <li>2. Think creatively to anticipate and solve problems</li> <li>3. Demonstrate balanced and fair judgement</li> </ol>	<div>✓</div> <div>✓</div> <div>✓</div>	

CRITERIA	NECESSARY REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>SKILLS AND ABILITIES:</b> <b>Communication Skills</b>	<b>The ability to:</b> <ol style="list-style-type: none"> <li>1. Listen to and respond to the views of others</li> <li>2. Communicate effectively to students, parents and staff</li> <li>3. Consult and negotiate to achieve agreed/shared objectives</li> <li>4. Contribute to meetings effectively</li> <li>5. Maintain a sense of perspective and humour</li> <li>6. Display commitment to a clear strategic vision for the school</li> </ol>	✓ ✓ ✓ ✓ ✓ ✓	
<b>SKILLS AND ABILITIES:</b> <b>Self Management</b>	<b>The ability to:</b> <ol style="list-style-type: none"> <li>1. Collaborate and network with others within and beyond the school</li> <li>2. Work consistently to deadlines and effectively under pressure</li> <li>3. Set and achieve challenging but realistic goals</li> <li>4. Prioritise and manage one's own time effectively</li> <li>5. Be an effective user and promoter of ICT</li> </ol>	✓  ✓ ✓ ✓ ✓	