

Creating Individuals, Making Futures

Post Title	Subject Leader		
Grade / Spinal point	Leadership Scale	Salary	L 1-4 or TLR
Accountable To	Phase Leader, Deputy or Headteacher		
Accountable For	Teaching Staff within Department Outcomes for Department		
Commencement Date	September 1 st 2013		
Permanent / Temporary / FTE	Permanent 1.0 FTE		

School Purpose	Job Purpose
Creating Individuals, Making Futures	Support the process of transformation as a part of the school leadership team through the development of effective learning for living well. Working with others to ensure a love of learning, creativity and the highest standards.

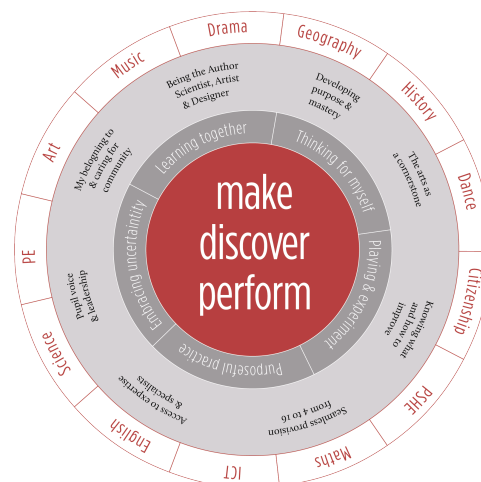
Key Accountabilities (Overview)		
A.	School Thematic Accountabilities	Pedagogy, Research, Innovation, Creativity, Community
B.	Specialist Role Functions	Leadership of Subject across the school or Phase
C.	Corporate Accountabilities	Transformation (City & Education), Image & Promotion, Partnerships, Safeguarding
D.	Line/Project Management Accountabilities	No. People - Team/Key Stage/Functions/Budget

Job Description		
A.	School Thematic Accountabilities	
A.1	Pedagogy	Proactive engagement to on-going shaping of the pedagogy of the school as an all through school through the lens of my subject to secure the school purpose. Undertake and deliver CPD. Work as a coach and be coachable. Support, develop and evaluate the impact of learning in my subject. Be an exemplary role model
A.2	Research	Termly engagement in research analysis and activities to inform the development of personal and school practice and culture in relation to my subject. Communicating the school's research to a wider audience including students, staff, parents and wider community.
A.3	Innovation	Innovate to support the highest standards of learning. Modelling what excellent looks like and facilitating staff to be courageous in their

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		practice. Publish case studies to secure the specialist profile of the school locally, nationally and internationally.
A.4	Creativity	Utilise varied creative approaches to securing agreed outcomes tailored to each individual. Develop evaluative case studies, including video, that support the school staff to gain a greater understanding of what works and support the school to receive local / national / international recognition.
A.5	Community	Develop interdependence, purposeful context and a sense of team to secure transformation using the community as a resource. Establish relationships with subject specialists, parents, the college and wider community to support personal and citywide transformation.

Job Description		
B.	Specialist Role Functions	
B.1	Policy & Planning	Within the context of the school’s curriculum framework, connecting learning to living well: <ul style="list-style-type: none"> Aligning practice with the Individual Learning Process and Profile. Tutoring, mentoring and coaching staff and students. Meet the detail and expectations of a classroom teacher as outlined in the DfE Teachers’ Standards 2012 - https://www.education.gov.uk/publications/eOrderingDownload/teachers%20standards.pdf Ensure that quality of practice meet our own high expectations which will relate to our Quality Framework. Undertake any other reasonable responsibilities as requested by the leadership of the school.
B.2	Practice and Personalisation	
B.3	Monitoring & Evaluation	
B.4	Whole School Coherence	
B.5	Assessment, Tracking and Impact on Learners including vulnerable groups.	



To take a school wide lead of my subject which results in students achieving excellent

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		standards Day to day running of my subject. Empowering staff to develop new practices and policy that informs the development of the overall schools culture.
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Job Description		
C.	Corporate Accountabilities	
C.1	Transformation	Maximise transformation through working with the college, local, regional, national and international partners.
C.2	Image & Promotion	Maintain the interests and professional reputation of the school, it's sponsor and partners ensuring that they are positively reflected in the wider community.
C.3	Partnerships	Establish a range of partnerships that will support our core purpose
C.4	Safeguarding	Promoting and ensuring safe working practices in line with school policies for Safeguarding, Health and Safety, and relevant aspects of the curriculum including visits.

Job Description		
D.	Line/Project Management Accountabilities	
C.1	No. People - Team/KS	Teachers in the school that teach my subject; even if I do not directly line manage these because of the nature of an all through school Members of their subject team including teachers, teaching assistants, technicians, student teachers, volunteers, visitors, mentors as applicable
C.2	Functions	Specified projects that are time limited as agreed with school leadership e.g. Research
C.3	Budget	Subject resources, enabling student participation in relation to this

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Person Specification

Competency	Descriptor	How Identified AF : Application Form QC : Qualifications Check SP : Selection Process RF : Reference
Qualifications		
Q1.	Qualified Teacher Status	AF, QC
Q2.	Current CRB and enhanced police check	QC
Q3.	Additional relevant professional qualification	AF, QC
Knowledge and Experience		
KE1. Creativity	Have developed excellent creative practice working directly with young people and adults. Leadership of creative practice to support effective learning within a variety of settings.	AF, SP, RF
KE2. Pedagogy	A keen interest in, and specific skills around, the arts and culture. Strong understanding of pedagogical approaches and of individual needs of learners. Working with others to improve their knowledge, skills, understanding and practice. Leadership experience of improving pedagogy and outcomes.	AF, SP, RF
KE3. Standards	History of improving the progress of learners resulting in increased standards. Work as a role model, co-creator and coach to improve the effectiveness of staff. Leadership has resulted in improved standards and outcomes	AF, SP, RF
KE4. Community	Engages positively with all types of people helping them feel welcome and empowered. Leadership of community engagement and improvement.	AF, SP, RF
KE5. Innovation	Been involved in the development of innovation that has resulted in new effective approaches. Lead others in the development of innovation.	AF, SP, RF
KE6. Research	Interest and experience of research. Can demonstrate experience of utilising research to improve outcomes.	AF, SP, RF
Personal Qualities		
P1. School Thematics	Willingness to engage in activities relating to Pedagogy, Research, Innovation, Creativity, Community	SP, RF, AF
P2. School Competencies Profile	Uses Self Awareness and Positive Mindset To Take Responsibility In The Following Areas: <ol style="list-style-type: none"> 1. Inspiring, Enabling And Empowering Others To Give Of Their Best 2. Being A Role Model, Acting As A Change Agent, Providing 	SP, RF, AF

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	<p>The Lead</p> <ol style="list-style-type: none"> 3. Experience of leading Professional Development 4. Focussing On Customer Relationships and Enterprise 5. Managing Work And Resources To Achieve Results 6. Drive And Commitment Towards A Moral Purpose 7. Utilising Knowledge Through Innovation 8. Solving Problems, Finding Solutions And Taking Decisions 9. Communicating And Influencing and Shaping The Future 10. Taking A Wider Perspective 11. Willingness To Move Out Of Familiar Practice In The Search For Excellence. 	
<p>P3. Working as a team</p>	<p>Is a team player that focuses on the needs of young people and does not see disagreement as personal. Can lead teams of people to maximise possibility.</p>	