

Person Specification

Maths with Science Lead

Oak Haven School (KS2–KS4 SEMH Provision)

Criteria	Essential	Desirable	Assessed By
Qualifications	Qualified Teacher Status (QTS) or equivalent.	Relevant leadership qualification (e.g. NPQML, NPQSL or working towards).	Application / Certificates
	Degree or equivalent qualification in Mathematics, Science or a related subject.	Additional qualifications in SEND, SEMH or Trauma-Informed Practice.	Application
Experience	Successful teaching experience across Key Stages 2–4.	Experience within a specialist SEMH, SEND or Alternative Provision setting.	Application / Interview
	Experience of delivering GCSE and/or vocational qualifications in mathematics and/or science.	Experience teaching across both Mathematics and Science.	Application / Interview
	Experience of planning and delivering an engaging, adapted curriculum.	Experience of leading a subject area or curriculum development.	Application / Interview
	Experience of using assessment effectively to improve pupil outcomes.	Experience supporting staff development, coaching or mentoring colleagues.	Application / Interview
Knowledge and Understanding	Excellent subject knowledge in Mathematics and/or Science.	Knowledge of current developments in SEMH education and Alternative Provision.	Application / Interview

	Strong understanding of the National Curriculum and qualification requirements.	Understanding of vocational pathways and curriculum innovation.	Interview
	Good understanding of adaptive teaching strategies to meet diverse learning needs.	Knowledge of restorative approaches and therapeutic interventions.	Interview
	Understanding of trauma-informed practice and the PACE approach (Playfulness, Acceptance, Curiosity and Empathy).		Interview
	Secure understanding of safeguarding and child protection responsibilities.		Application / Interview
Leadership Skills	Ability to lead curriculum development and raise standards in teaching and learning.	Experience of leading whole-school initiatives.	Interview
	Ability to monitor teaching quality and use data to drive improvement.	Experience contributing to school improvement planning.	Interview
	Ability to motivate, coach and support colleagues.		Interview / References
Professional Skills	Outstanding classroom practitioner with high expectations for all learners.		Lesson Observation / Interview
	Excellent communication and interpersonal skills.		Interview
	Strong organisational and time management skills.		Application / Interview

	Ability to analyse pupil performance data and implement effective interventions.	Interview
	Commitment to inclusive education and high aspirations for all pupils.	Application / Interview
Personal Qualities	Empathetic, patient and resilient.	Interview / References
	Able to build positive, trusting relationships with pupils, families and colleagues.	Interview
	Flexible, adaptable and solution-focused.	Interview
	Calm under pressure and able to respond positively to challenging situations.	Interview / References
	Reflective practitioner committed to continuous professional development.	Interview
	Passionate about improving outcomes for children and young people with SEMH needs.	Application / Interview
Commitment	Commitment to safeguarding and promoting the welfare of children and young people.	Application / Interview / References
	Commitment to equality, diversity and inclusion.	Application / Interview
	Willingness to contribute fully to the wider life and ethos of Oak Haven School.	Interview