**Person Specification – Head of Humanities with GCSE History Specialism**

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 *Key: A.F. = Application Form; I = Interview, R = References*

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| **CRITERIA** | **ESSENTIAL** | **M.O.A** | **Criteria Met** |
| **EDUCATION/****QUALIFICATIONS**NB Full regard must be paid to overseas qualifications | Qualified teacher status and able to teach at KS3 and KS4Degree or equivalentHistory specialist | AF/IAF/IAF/I |  |
| **KNOWLEDGE** | Excellent subject knowledgeExcellent knowledge of classroom skills, Teacher Standards, secondary curriculum and developments, and contemporary pedagogyUnderstands how to ensure effective student learning through challenging, high quality and exciting teachingUnderstands the potential of student voice and parental engagementIs a competent user of ICT and understands its role in enhancing teaching and learningUnderstands the positive role of Appraisal within their own professional development | AF/IAF/I/RAF/I/RAF/IAF/IAF/I |  |
| **EXPERIENCE***(Relevant work and other experience)* | Is an outstanding classroom practitionerHas a proven track record of raising and maintaining high educational standardsHas a proven successful experience of curriculum and deliveryParticipated in a range of CPDProven track record of involvement in quality assurance process, monitoring and evaluating “typicality” in the classroomExperience of provisioning support, advice, coaching and guidance to colleagues to improve teaching practice of othersExperience of leading in the performance management of others that is both rigorous and supportiveExperience of middle leadership and management of staffAble to lead and support colleagues to work under pressure and meet deadlines

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| **SKILLS AND ABILITIES***(e.g. Written communication skills, dealing with the public)* | Excellent level of interpersonal skills and developed communication skills (written and speaking)Well organised and able to prioritise and delegate as necessaryAble to demonstrate, share and celebrate best practice teaching and learning to a range of audiencesAbility to create a learning environment that values all students equally and enables all to achieveTo provide opportunities for students to develop awareness of cross-curricular themes and key skillsAble to ensure Literacy, Numeracy are integral to students’ learningAbility to work under pressure and meet competing deadlinesKnowledge of the curriculum and any current issues in educationAbility to work in a pastoral team as a form tutorGood understanding and competence in ICT Set high expectations for student behaviour and establish a clear framework for classroom discipline which promotes self control and independence whilst managing students’ behaviour constructivelyWork effectively as part of a team; developing positive relationships with colleagues, students, parents and other agencies as appropriateWillingness to be involved in the extra curricular programme within the facultyCommitted to raising standards in the schoolHigh level of self-motivation and energy and enthusiasm for the education of young people | AF/I/RAF/I/RAF/I/RAF/IAF/IAF/IAF/I/RAF/IAF/IAFAF/I/RAF/I/RIIAF/I |  |
| **TRAINING** | Willingness to undertake appropriate trainingWillingness to deliver appropriate training within the school training plan | AF/IAF/I |  |
| **QUALITIES** | Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment and cultureStrives constantly to better themselves as a professionalA clearly articulated educational philosophyCommitment to the ethos and aims of the school, to equal opportunities and inclusionHigh expectations and a commitment to high standardsWillingness to take responsibility and to display initiativeAdaptability and openness to changeReliability and integrityBe approachable, motivated, hardworking and able to work confidently under pressureEnthusiastic, positive and determinedDesire to pursue own CPDProfessional appearance | I/RAF/IIIAF/IIIIAF/I/RIAF/II |  |

*The school is committed to safeguarding and promoting the welfare of*

*children and young people and expects all staff to share this commitment.*

*An enhanced DBS check is required for all successful applicants.*