PERSON SPECIFICATION

POST: ASSISTANT HEAD OF HUMANITIES (Religious Education and / or Sociology)

Attributes	Essential	Desirable	How identified
Qualifications	▪ Qualified to teach and work in the UK. ▪ Good honours degree in related subject.	▪ Evidence of relevant CPD. ▪ Masters in a related subject / education.	Application
Teaching and learning experience	▪ Proven track record of raising outcomes as a classroom teacher up to GCSE level ▪ Strong classroom teacher with the ability to reflect on lessons and continually improve their own practice. ▪ Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. ▪ The ability to implement effective formative assessment to maximise scholar progress. ▪ A clear understanding of how to plan interventions and highly tailored learning to ensure all scholars are moving forward in their learning.	▪ Understands and interprets complex scholar data to drive tailored lesson planning. ▪ Proven track record of raising outcome as a classroom teacher up to A Level ▪ Be able to contribute to the teaching of RE and / or sociology up to A Level standard	Application Interview
Knowledge and skills	▪ Set high expectations which inspire, motivate and challenge all scholars. ▪ Evidence of using data to think strategically about tailoring lessons to meet the needs of all scholars. ▪ Effective and systematic behaviour management, with clear boundaries, purposeful praise and through building intrinsic motivation.	▪ Understanding of what makes Dixons McMillan different and successful. ▪ Strong analytical, strategic, interpersonal and thinking skills. ▪ Understanding of the current educational landscape in science and beyond. ▪ Experience of effective line management.	Application Interview References
Personal attributes	▪ Committed and motivated to doing whatever it takes and strive for excellence through hard work determination and grit. ▪ Ability to contribute to our can do culture and be solution focussed. ▪ Committed to equality of opportunity for all and make all members of the community feel valued and respected. ▪ Commitment to the safeguarding of all. ▪ A strong moral purpose and drive for improvement for all. ▪ Ability to work successfully under pressure.	▪ Willingness to offer extra-curricular provision. ▪ Acts as a role model to staff and scholars. ▪ Commitment to regular and on-going professional development and training to establish outstanding classroom practice. ▪ High expectations for accountability and consistency.	Application Interview References