

## PERSON SPECIFICATION

**Job Title:** Head of Humanities

MOA (Method of Assessment) AF: Application Form I: Interview T: Task or Lesson observation

	Essential	Desirable	MOA
<b>Qualifications and Professional Development</b>			
Qualified teacher status	✓		AF
Further qualifications appropriate to the post	✓		AF
Recent relevant in-service training in current education practice	✓		AF/I
Evidence of management training	✓		AF/I
Evidence of further professional training or development		✓	AF/I
Willingness to enhance personal training as appropriate	✓		AF/I
<b>Experience</b>			
Evidence of having worked within an environment that safeguards children	✓		AF/I/T
Successful experience of leadership or management supporting collaborative team working	✓		AF/I
Recent experience in the education sector	✓		AF/I
Experience of assessment, recording and reporting strategies having regard to young people's individual needs and progress	✓		AF/I/T
Experience of teaching young people with SEND or SEMH		✓	AF/I
Experience of teaching Humanities to a high standard	✓		AF/I/T
Evidence of successful multi-professional work		✓	AF/I
Experience/willingness to teach across a range of National Curriculum subjects in liaison with the Head of Centre other curriculum areas		✓	I
<b>Skills &amp; Abilities</b>			
High level of written and oral communication skills	✓		AF/I
Ability to lead a team reliably and flexibly to achieve shared goals	✓		AF/I
Good organisational skills	✓		I
Good personal and personnel management skills	✓		I
Ability to set high expectations and to lead by example and hold others accountable	✓		AF/I/T
Ability to relate effectively to young people, staff, parents and other stakeholders	✓		I/T
Ability to meet deadlines and prioritise work	✓		AF
Ability to set and meet challenging targets and evaluate their impact	✓		I



Ability to cope with challenging behaviour calmly and effectively	✓		I/T
Ability to teach good and/or outstanding lessons	✓		T
<b>Other</b>			
A commitment to communicate with and involve parents, young people and other stakeholders in the work of the school	✓		AF/I
A commitment to high standards of achievement and attainment and to the effective use of data	✓		AF/I
An awareness and understanding of, and commitment to, equal opportunities	✓		I
An awareness of the issues involved in the education of children and young people with medical needs and willingness to learn more	✓		AF

**James Brindley is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

James Brindley Academy undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have.

