**Person Specification: Head of Humanities**

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| **Category** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** |
| Qualified to teach and work in the UK | ✓ |  | App Form InterviewReferences |
| Ability to teach ages 11-16 | ✓ |  |
| Ability to teach Post 16 | ✓ |  |
| Good relevant degree | ✓ |  |
| **Experience, Knowledge & Understanding** |
| Experience of leading a team | ✓ |  | App FormInterviewReferences |
| Experience of raising attainment in a differentiated classroom environment | ✓ |  |
| Evidence of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities | ✓ |  |
| Up to date knowledge in the curriculum area | ✓ |  |
| Good knowledge of pedagogy | ✓ |  |
| To be able to use ICT as a vehicle for effective learning and teaching | ✓ |  |
| Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour | ✓ |  |
| **Personal Qualities** |
| A willingness to lead development of policies and practices and promote collective responsibility for their implementation | ✓ |  | App FormInterviewReferences |
| High expectations for accountability and consistency | ✓ |  |
| Resilience, motivation and commitment to driving up standards of achievement | ✓ |  |
| Motivation to continually improve standards and achieve excellence | ✓ |  |
| Enthusiastic, confident, positive, self-motivated and determined | ✓ |  |
| Excellent communication, planning, organisational, listening and time management skills | ✓ |  |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition | ✓ |  |
| Commitment to regular and on-going professional development and training to establish outstanding classroom practice | ✓ |  |
| Readiness to reflect and self-evaluate and the ability to change, develop and improve | ✓ |  |
| Perform consistently with very big workload demands | ✓ |  |
| Work effectively alone and as a part of a team | ✓ |  |
| Commitment to the safeguarding and welfare of all students and providing equality of opportunity | ✓ |  |
| Develop positive relationships and acts as a role model to staff and students | ✓ |  |
| High levels of honesty and integrity | ✓ |  |
| **Other** |
| The post holder will be subject to an Enhanced Disclosure & Barring Service check | ✓ |  | App FormInterview |
| The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity | ✓ |  |