All Saints’ Academy, Cheltenham

Person Specification – Humanities

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| Qualifications | * Qualification to the equivalent of degree level in History, Geography or a related subject | * QTS status * Further relevant qualification in History or Geography | * Evidence of paper qualifications |
| Work Related  experience and  associated skills | * Knowledge and understanding of History and Geography at KS3, KS4, and ‘A’ level (if possible) to deliver strategies that improve understanding * Good classroom practitioner with evidence of setting appropriate expectations to advance learning, engage and motivate students * Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management * Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students * Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student’s attainment and progress, and to plan future lessons * Ability to reflect on own practice * Ability to differentiate tasks appropriately * Ability to work as part of a team, take advice and share good practice | * Ability to use research evidence to inform and improve teaching | * Application letter will have paragraph on how experience fits person specification * Evidence from teaching a 20 minute lesson to a class, class management, teaching and learning strategies, ability to engage students * Interview questions on teaching and learning strategies, assessment of student work and its use and communication, and classroom management |
| Specialist  knowledge and  understanding | * Secure knowledge and understanding of the knowledge, concepts and skills in teaching History and Geography | * Able to make good use of ICT as a learning resource * Knowledge of how to give positive and targeted support to students with special educational needs * Able to teach History or Geography to A level | * Application letter will have paragraph on how experience fits person specification * Interview questions will test specialist knowledge |