

Person Specification: Head of Humanities

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	- Professional understanding of inclusion and strategies for engaging all learners - Professional understanding of safeguarding within a school setting - Ability to write reports, keep accurate records and communicate effectively - Broad subject knowledge across KS1-4 - Knowledge of recent developments in teaching and learning in KS1-4 - Knowledge and understanding of current issues relevant to the curriculum - Good understanding of effective ways to facilitate learning and formative use of assessment - Ability to work well with a range of audiences, including parents/carers and other professionals - Ability to use a positive approach to promote learning and excellent behaviour - Confident and competent in the use of ICT - Ability to lead and manage a team	Commitment to developing subject knowledge through subject specific research
SKILLS	- Committed to enabling all students to achieve high standards - Able to deliver consistently 'Outstanding' outcomes. - Ability to use assessment and progress data to drive improvement - Able to process data to identify key groups of underperforming students in each key stage and create actions plans to facilitate improvement - A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress - Committed to further developing teaching skills through professional development and learning - Understanding of skills needed to lead a team and inspire and motivate staff	Committed to further developing teaching skills through CPD / training etc.
EXPERIENCE	- Teaching the full ability range across either Key Stage 1-2 or Key Stage 3-4 or all. - Evidence of well-developed planning, organisational and resource management skills - Evidence of preparing and delivering high quality lessons, using a range of teaching and learning strategies	- Experience of leading a team - Experience of lesson observation and feedback - Experience of leading others to achieve outstanding outcomes through improved teaching and intervention
QUALIFICATIONS	- A degree - QTS status	
ABILITIES	Able to work as a member of a high performing team	

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	• Able to initiate improvement and monitor high educational standards; improving the standards of teaching in others • Able to actively support the Academy's high expectations of behaviour and attitudes to learning. • The ability to develop effective communication with students, colleagues and community members. • Able to demonstrate leadership qualities by supporting the development of others	
PERSONAL ATTRIBUTES	• Has a Federation mind-set and keen to collaborate with Federation colleagues • Able to inspire and motivate young people • Has high expectations of self and students • Reliable, punctual and responsible • Able to release potential in others, quick to acknowledge fault and quick to recognise the achievement of others • Strong personal resilience and positive mindset • Able to remain calm under pressure and make good decisions • Keen to develop leadership skills • Puts a high value on treating others with respect and courtesy • Committed to inclusion • Shows humility and cares about what they do – committed to increasing the life chances of young people	• A willing contributor to the development of the Team and the Academy
EQUALITY	• An understanding of, acceptance and commitment to the fundamental principles of equal opportunities. • Able to work in a way that promotes equality of opportunity and respect for diversity. • Proactive and passionate about equality, diversity and inclusion. • Ability to communicate effectively with people from a variety of backgrounds.	• Experience of working in a variety of cultural and social contexts
SAFEGUARDING	• Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. • Able to work in a way that promotes the safety and well-being of children and young people. • This role involves working with children on a daily basis and is therefore in regulated activity.	