

Person Specification – Head of Humanities

Category	Essential	Desirable	Method of Assessment
Physical	<ul style="list-style-type: none"> Smart business-like appearance 		Interview
Qualifications	<ul style="list-style-type: none"> Graduate Qualified Teacher Status Evidence of sustained and relevant CPD related to teaching, learning, and leadership Strong subject knowledge in at least one Humanities discipline (History, Geography, RE, or Citizenship) 	<ul style="list-style-type: none"> Additional qualifications in leadership (e.g., NPQML/NPQSL) Strong subject knowledge in a second Humanities discipline 	Application Form and Interview
Experience	<ul style="list-style-type: none"> Values-driven practitioner Proven record of <i>highly effective</i> teaching across Key Stages 3–4 Experience contributing to or leading curriculum development Strong behaviour management and ability to adapt teaching to meet the needs of all learners Experience using assessment data to drive improvement and raise attainment 	<ul style="list-style-type: none"> Experience supporting or line-managing colleagues and contributing to departmental improvement Experience of quality assurance processes such as learning walks, book looks, or data reviews Experience teaching at Key Stage 5 Experience leading a department, phase, or whole-school initiative Experience delivering enrichment, cross-curricular, or wider Humanities learning Experience managing budgets or resources 	Application Form and Interview
Training	<ul style="list-style-type: none"> Willingness to fully engage in all relevant professional development Evidence of proactively seeking opportunities to build leadership and curriculum expertise 	<ul style="list-style-type: none"> Experience leading CPD or coaching colleagues 	Application Form and Interview.

Special Knowledge	<ul style="list-style-type: none"> • Excellent understanding of the National Curriculum and examination specifications across Humanities subjects • Strong knowledge of curriculum design, sequencing, and assessment principles • Understanding of strategies to ensure excellent progress for all learners, including SEND and disadvantaged students • Knowledge of a wide range of pedagogical approaches and adaptive teaching strategies • Understanding of effective data analysis to inform intervention planning • Knowledge of quality assurance processes and how they contribute to school improvement • Excellent understanding of what constitutes outstanding teaching and learning 	<ul style="list-style-type: none"> • Evidence of successful leadership of curriculum innovation • Experience using departmental RAISE or RAP-style improvement planning • Familiarity with Trust-wide or multi-academy moderation and collaboration 	Application Form and Interview
Disposition	<ul style="list-style-type: none"> • Capacity to inspire, motivate, and lead a team effectively • Ability to act as a role model for professionalism and high standards • Self-motivated and able to use initiative confidently • High level of interpersonal and communication skills • Commitment to the Academy's values and ethos • Passion for Humanities and a belief in their power to shape worldview and character • Ability to meet deadlines and manage workload effectively • Reflective, open to feedback, and committed to improving their own practice • Demonstrates positivity, resilience, and solution-focused thinking • Strong commitment to safeguarding and promoting student welfare 		Application Form and Interview.

Practical and Intellectual Skills	<ul style="list-style-type: none"> • Excellent leadership skills, including the ability to performance manage staff effectively • Strong organisational skills and attention to detail • Ability to use assessment intelligently to monitor progress and plan interventions • Excellent use of ICT to enrich learning and support assessment • Ability to form positive, learning-centred relationships with staff and students • Able to make sound, evidence-based decisions • Ability to analyse data to inform strategic planning and self-evaluation 	<ul style="list-style-type: none"> • Experience successfully leading students of all abilities to strong outcomes 	
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children’s Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. <p>In line with the latest KCSIE guidance an online check will be carried out.</p>	<ul style="list-style-type: none"> • 	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.