

PERSON SPECIFICATION – LEAD PRACTITIONER IN HISTORY

	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree in a relevant and appropriate discipline. 	<ul style="list-style-type: none"> • Honours or Higher degree. • Recent Middle leadership developments. • Commitment to own professional development. 	<ul style="list-style-type: none"> • Application form. • Certificates.
EXPERIENCE	<ul style="list-style-type: none"> • Successful teaching experience at both key stage 3 and 4. • An excellent classroom practitioner with a proven record of motivating students to achieve success. • Experience of planning and delivering intervention for students. • Experience of supporting colleagues to develop their practice. • Experience of delivering training. • Excellent organisational skills. 	<ul style="list-style-type: none"> • A commitment to and experience of having contributed to extra-curricular activities. • Experience of analysing data and setting curricular targets. • Experience of moderating / being an examiner at GCSE level. 	<ul style="list-style-type: none"> • Application form. • Interview process. • References.
SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of the National Curriculum. • Knowledge of effective teaching and learning strategies. • Knowledge of the barriers to learning that students may face. • Tailoring plans and interventions to individual students. • An excellent understanding of how children learn. • Ability to adapt teaching to meet students' needs. 	<ul style="list-style-type: none"> • Understanding of excellent practice in teaching. • Knowledge of recent and planned developments in education with specific reference to the curriculum. 	<ul style="list-style-type: none"> • Application form. Interview process. • References.

	<ul style="list-style-type: none"> ● Ability to build effective working relationships with students. ● Ability to establish curriculum development, assessment and co-ordination. ● Knowledge of guidance and requirements around safeguarding children. ● Knowledge of effective behaviour management strategies. ● Able to use systems and to conduct analysis and produce reports. ● Good ICT skills, particularly using ICT to support learning. 		
PERSONAL QUALITIES AND VALUES	<ul style="list-style-type: none"> ● A commitment to getting the best outcomes for all students and promoting the ethos and values of the school. ● High expectations for children's attainment and progress. ● Ability to work under pressure and prioritise effectively. ● Commitment to maintaining confidentiality at all times. ● Commitment to safeguarding and equality. 		<ul style="list-style-type: none"> ● Application form. ● Interview process. ● References.

Newhouse Academy is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people and expects all staff and volunteers to share this commitment. The information requested for applicants is considered to be objectively justified to comply with government guidance on safer recruitment in such areas. Appointment to this post will be subject to a Disclosure and Barring check.

Newhouse Academy operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within the immediate vicinity of the school which is wholly owned, leased or operated and occupied by the school.