

## PERSON SPECIFICATION

**Job Title**      **Lead Practitioner and Second in Department – Humanities**  
**Grade:**         **LPR 4-8**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS AND EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree level qualification</li> <li>• Proven and sustained track record of raising standards, good examination results and delivery against targets</li> <li>• Experience of contribution to leading the improvement of teaching skills</li> <li>• Experience of teaching KS3 and KS4</li> <li>• Experience of leading on department initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Lead Practitioner Accreditation or working towards Accreditation</li> <li>• Relevant postgraduate professional qualification</li> <li>• Experience of leading in staff development</li> <li>• Experience of giving effective feedback to colleagues about professional performance</li> <li>• Experience of conducting lesson observations</li> <li>• Experience of coaching and mentoring colleagues</li> <li>• Experience of contributing to the professional development of colleagues</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• Strong specialist knowledge in Humanities</li> <li>• Ability to demonstrate consistent and sustained high standards of classroom practice</li> <li>• Use of strategies to promote good teaching and learning and high expectations</li> <li>• Ability to motivate and inspire pupils and colleagues</li> <li>• Ability to set and attain high standards from pupils</li> <li>• Ability to use ICT effectively</li> <li>• Sound understanding of the curriculum and ability to research and disseminate best and innovative practice</li> <li>• Excellent behaviour management skills</li> <li>• Excellent interpersonal and communication skills</li> <li>• Ability to work effectively as part of a team and across the school</li> <li>• Ability to foster positive relationships with teaching staff of varying experience</li> <li>• Excellent planning and organisational skills including ability to plan and resource effective interventions to meet objectives</li> <li>• Knowledge of key performance indicators and the ability to use them to monitor progress</li> <li>• Good understanding of the needs of children who speak English as an additional language or have SEND</li> <li>• A good understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development</li> <li>• An understanding of equal opportunities issues</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to lead positive relationships with teaching staff of varying experience</li> </ul>



Bartley Green School is committed to safeguarding and promoting the welfare of children and young people and all staff and volunteers must share its commitment. Rehabilitation of offenders: This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide. The successful applicant will require an enhanced disclosure from the Disclosure and Barring Service. An online search will also be carried out as part of due diligence on all short-listed candidates.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role

Bartley Green School positively welcomes applications from everyone and values diversity in our workforce

<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• High degree of commitment and passion for Humanities, teaching children and improving teaching and learning and outcomes for pupils</li> <li>• Enthusiasm and self-confident</li> <li>• Initiative, energy and perseverance</li> <li>• Personal presence and impact</li> <li>• Sets self-high standards and targets</li> <li>• Willingness to undertake CPD</li> <li>• Supportive of colleagues</li> <li>• Good attendance and punctuality</li> <li>• Ability to work under pressure and retain a good sense of humour</li> <li>• Pro-active in the working environment</li> <li>• Enthusiastic and positive attitude</li> <li>• Ability to accommodate changes in work priorities</li> <li>• Ability to anticipate workload and plan ahead</li> <li>• Ability to develop effective relationships with parents</li> <li>• Ability to encourage and enable others to reach their full potential</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to contribute to extra-curricular activities</li> </ul>
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