



## Subject Leader of History, Religious Studies, Citizenship - Person Specification

**Important:** In the first instance, applications are assessed against the following criteria: \*overall presentation \*use of standard English \*grammatical accuracy\* Where applications do not meet the expected standard, they will be discarded before being matched to the person specification.

Category	Essential	Desirable	Evidenced by
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>➤ Education to History, RS, Citizenship [degree level plus teaching qualification]</li> <li>➤ Expertise in the teaching of History, RS, Citizenship including evidence of excellence in own work as practitioner</li> <li>➤ Clear indications of leadership and managerial potential</li> <li>➤ Willingness and ability to engage in policy formulation and detailed implementation</li> <li>➤ Good knowledge and understanding of current issues in learning and teaching including assessment</li> <li>➤ Strong organisational and classroom management skills</li> <li>➤ Good ICT, oral and written communication skills</li> <li>➤ An ability to initiate and manage change and development</li> <li>➤ An ability to motivate, challenge and support colleagues</li> <li>➤ An ability to create a safe, supportive and stimulating learning environment for all pupils</li> <li>➤ Minimum expectation of a good teacher</li> </ul>	<ul style="list-style-type: none"> <li>➤ Further qualification in History, RS, Citizenship and/or evidence of continuing professional development</li> <li>➤ Experience in a fully comprehensive school across the spectrum of age and ability</li> <li>➤ Involvement in sharing expertise e.g. within the History, RS, Citizenship department and/or through trainee teacher mentoring or in-service training</li> <li>➤ Evidence of involvement in departmental policy making and implementation</li> <li>➤ Substantial experience of assessment including target setting and/or value-added analysis</li> <li>➤ Substantial involvement in History, RS, Citizenship or History, RS, Citizenship-based events, e.g. exhibitions of students' work, including organisational aspects</li> <li>➤ Particular strengths in History, RS, Citizenship education and/or cross curricular working</li> <li>➤ Good problem-solving skills</li> <li>➤ Excellent ICT skills</li> <li>➤ A commitment to celebrating students' achievements, skills and talents, as well as an ability to tackle problems effectively</li> <li>➤ An outstanding teacher</li> </ul>	<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> </ul>

<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>➤ Excellent subject knowledge and understanding of the National Curriculum</li> <li>➤ Recent teaching experience with secondary-age students across Key Stages 3 &amp; 4 with a proven record of success</li> <li>➤ An understanding of data analysis for effective setting and monitoring of targets</li> <li>➤ Experience of rigorous self-evaluation impacting on pupil and staff performance</li> </ul>	<ul style="list-style-type: none"> <li>➤ A strong understanding of Health and Safety issues within an educational setting</li> <li>➤ Experience of managing a departmental budget</li> </ul>	<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>➤ Ability to communicate well with pupils, parents &amp; staff</li> <li>➤ Willingness and ability to gain the respect of pupils and departmental colleagues</li> <li>➤ Enthusiasm and good sense of humour</li> <li>➤ Flexibility</li> <li>➤ Excellent writing and oral communication skills</li> <li>➤ Strong leadership to drive departmental improvements</li> <li>➤ An effective team worker with an ability to develop and maintain positive relationships with pupils, colleagues and parents</li> <li>➤ An ability to work effectively under pressure</li> <li>➤ A sense of humour</li> <li>➤ A commitment to equal opportunities</li> <li>➤ Positive references testifying to the above qualities</li> </ul>	<ul style="list-style-type: none"> <li>➤ Good time-management skills</li> <li>➤ Perseverance</li> <li>➤ Potential to go on to head of department post (and beyond)</li> <li>➤ A flexible approach to tasks</li> <li>➤ A willingness to contribute to whole-school initiatives</li> <li>➤ A willingness to be involved in the school as a community and to contribute to extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> </ul>
<b>Child Protection</b>	<ul style="list-style-type: none"> <li>➤ Commitment to form and maintain appropriate relationships and personal boundaries with young people</li> <li>➤ Commitment to safeguarding and promoting the welfare of young people</li> </ul>	<ul style="list-style-type: none"> <li>➤ Understanding of how best to promote the health, safety and well-being of young people</li> </ul>	<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> </ul>