Honiton Community College Academy Trust



**PERSON SPEFICIATION**

**HISTORY TEACHER – SECOND IN DEPARTMENT**

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| **DEPARTMENT** | HUMANITIES  |
| **ROLE** | TEACHER – SECOND IN DEPARTMENT  |
| **ALLOWANCE** | TLR2a |
|  |  | **Essential** | **Desirable** | **Interview** | **Application** | **Reference** |
|  | **QUALIFICATIONS** |  |  |  |  |  |
| 1.1 | First Degree or equivalent in Humanities | ✓ |  |  | ✓ |  |
| 1.2 | Qualified Teacher Status | ✓ |  |  | ✓ |  |
|  | **EXPERIENCE** |  |  |  |  |  |
| 2.1 | Proven record of teaching, which consistently adds value at all Key Stages | ✓ |  |  | ✓ | ✓ |
| 2.2 | Evidence of successful management of change |  | ✓ |  | ✓ | ✓ |
| 2.3 | Evidence of successful organisation and administration |  | ✓ |  |  | ✓ |
| 2.4 | Effective and efficient use of ICT to enhance teaching and learning | ✓ |  | ✓ |  |  |
| 2.5 | Effective and efficient use of data to improve learning |  | ✓ | ✓ |  |  |
| 2.6 | Meeting the needs of vulnerable groups | ✓ |  |  | ✓ |  |
| 2.7 | Involvement in the planning and delivery of extracurricular / enrichment activities |  | ✓ | ✓ |  |  |
|  | **IN-SERVICE TRAINING** |  |  |  |  |  |
| 3.1 | Up-to-date subject knowledge with particular reference to pedagogy |  | ✓ | ✓ |  | ✓ |
| 3.2 | Demonstrated commitment to improving as a teacher through a variety of means – personal reflection, departmental development time, whole College training and attending relevant courses. |  |  |  | ✓ |  |
| 3.3 | A commitment to improving as a leader and manager  | ✓ |  | ✓ | ✓ |  |
|  | **SKILLS** |  |  |  |  |  |
| 4.1 | Excellent classroom practitioner | ✓ |  | ✓ |  | ✓ |
| 4.2 | Ability to establish constructive working relationships with staff, students and parents | ✓ |  | ✓ |  | ✓ |
| 4.3 | Ability to inspire students and enthuse staff | ✓ |  | ✓ |  | ✓ |
| 4.4 | Knowledge and effective use of ICT for administration purposes |  | ✓ |  |  | ✓ |
| 4.5 | Ability to meet deadlines | ✓ |  |  |  | ✓ |
|  | **PERSONAL ATTRIBUTES** |  |  |  |  |  |
| 5.1 | A willingness to work for the benefit of students both inside and outside the classroom | ✓ |  |  |  | ✓ |
| 5.2 | A creative approach to problem solving |  | ✓ |  |  |  |
| 5.3 | An enthusiasm for creating and sharing resources |  | ✓ |  |  | ✓ |
| 5.4 | Confidence, tenacity, flexibility and adaptability |  | ✓ | ✓ |  | ✓ |
| 5.5 | Empathy for students, parents, staff and the Community | ✓ |  | ✓ |  | ✓ |
| 5.6 | Energy and commitment | ✓ |  | ✓ |  | ✓ |
| 5.7 | A sense of humour and a ‘can-do’ attitude |  | ✓ | ✓ |  | ✓ |
| 5.8 | Good interpersonal skills |  | ✓ | ✓ |  | ✓ |
| 5.9 | A commitment to a team ethos and the college vision | ✓ |  |  |  | ✓ |
| 6.0 | Professional integrity and honesty | ✓ |  |  |  | ✓ |
| 6.1 | Ability to promote and safeguard the welfare of students – an Enhanced DBS is essential for this post. | ✓ |  |  |  |  |