



PERSON SPECIFICATION

Penn Fields School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Job title	Humanities & RE Subject Lead (NQT's Considered / Primary trained teachers with an interest in Humanities & RE encouraged to apply)
Responsible to	Key Stage 3 & Key Stage 4 Phase Manager
Salary Grade/Range	MPS / TLR + SEN1 Point (UPS considered / salary matched for the right candidate)

Criteria	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Educated to degree level, or equivalent. 	<ul style="list-style-type: none"> • Further relevant training and/or qualifications in special educational needs.
Experience	<ul style="list-style-type: none"> • Significant and successful experience of teaching children within a mainstream or special school setting. • Experience of working with colleagues to set short term goals for individual students and of supporting the students to achieve these. • Experience of leading and managing other adults in a team situation. • Experience of working with professionals from a variety of outside agencies, for example social services, governors, local authorities and other agencies. 	<ul style="list-style-type: none"> • Key Stage 3/4 experience • Experience of curriculum subject leadership. • Experience of working with SEN students. • Working with Key Stage 5 students • Working with students from a variety of cultural backgrounds.

Professional Development	<ul style="list-style-type: none"> • Recent and appropriate professional development. 	<ul style="list-style-type: none"> • An understanding of effective performance management.
Skills and Abilities	<ul style="list-style-type: none"> • Able to demonstrate the skills of an excellent teacher. • Ability to lead, enthuse and motivate other members of staff. • Excellent communication skills, both written and oral. • Good ICT skills. • Ability to work professionally as a member of a team to gain the confidence of teachers, parents and carers and other external agencies. • High level of emotional intelligence and very good interpersonal skills. • Ability to build very effective relationships with children, to motivate learning and to build self-esteem. • Ability to work independently with minimum supervision and to manage own work and time effectively. • Ability to manage a budget. • Ability to maintain confidentiality. • Ability to use initiative and to innovate within the aims, ethos and policies of the school. 	<ul style="list-style-type: none"> • Ability to work collaboratively in a multi-professional team. • First aid training. • Minibus driver. • Willingness to support extra-curricular activities. • Willingness to support residential visits.
Knowledge	<ul style="list-style-type: none"> • Excellent knowledge & understanding of Local Authority RE guidance. • Excellent subject knowledge of both history & geography. • Knowledge and understanding of curriculum planning and development including National Curriculum. • A good working knowledge of the range of programmes and strategies available to support 	<ul style="list-style-type: none"> • Practical and theoretical knowledge of behaviour management.

	<p>children with different types of Special Educational Needs.</p> <ul style="list-style-type: none"> • A good understanding of the range of strategies that can be used to successfully support children with SEN. • A thorough understanding of the National Curriculum. • Knowledge of the roles of the various outside agencies available to provide support to the school. • Knowledge and understanding of safeguarding legislation and procedures. • An understanding of the principles of inclusion and a demonstrable commitment to inclusive education for all. 	
Other Requirements	<ul style="list-style-type: none"> • Able to work flexibly and attend meetings and INSET days as required. 	

Post holder signature:	
Print Name	
Date:	