**THE DURHAM FEDERATION**

**PERSONAL SPECIFICATION AND CRITERIA FOR SELECTION**

 **(TEACHER –Humanities)**

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| CATEGORY |  ESSENTIAL | DESIRABLE |
| APPLICATION | * Supportive reference/s
* Well-structured supporting letter (no longer than 2 sides of A4)
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| QUALIFICATIONS | * Qualified Teacher status
* Degree
 |  Further professional Qualifications  |
| EXPERIENCE | * Good knowledge and understanding of the national expectations in relation to Humanities
* Experience of working successfully as a member of a curriculum area in a school
* Successful teaching of Humanities, with lesson observations that are good or outstanding
* Excellent Literacy/Numeracy skills
* A proven track record of raising academic standards in Humanities
* A proven track record of developing an appropriate  Humanities curriculum
* Good knowledge and understanding of use of data to establish benchmarks and set targets for improvement
* A clear understanding of the role of data and Intervention on raising standards
 | * Teaching experience in more than one establishment
* Evidence of responsibilities over and above class teaching
* Evidence showing good progress for students in Humanities
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| PROFESSIONAL DEVELOPMENT | * Evidence of CPD which has had impact
 | * Evidence of active interest in staff development
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| SKILLS | * Ability to communicate effectively in a variety of situations
* Developing leadership skills
* High level of emotional intelligence
 | * Can offer a range of teaching styles and possibly other subject/s
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| SPECIAL KNOWLEDGE | * A clear vision and understanding of the needs of students including those with special needs, gifted and talented
* Appreciates role of school within its community and vice versa
* Supportive of the school’s safeguarding procedures
 | * Use of ICT in supporting all aspects of school and professional life
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| PERSONAL ATTRIBUTES | * High standards of integrity and be a positive role model
* Ability to demonstrate enthusiasm and sensitivity whilst working with others
* Ability to initiate and manage change with successful outcomes
* Caring attitude towards students and parents
* Emotional stability, can cope with pressure and use humour to good effect
* Ambition to progress further in due course
 | * Flexibility and adaptability in order to be able to mix and work with a wide range of people
* Interests beyond teaching/school
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