



PERSON SPECIFICATION

Head of Geography Department

JOB REQUIREMENTS	Essential	Desirable	Method I/A/R*
Qualifications			
Qualified teacher status	✓		A
Degree or equivalent	✓		A
Evidence of recent and relevant professional development		✓	A/I
Experience			
Proven experience of teaching Geography at KS3, KS4 and KS5 with excellent classroom management skills	✓		A/R
Effective classroom teacher	✓		A/R/I
Skills, Knowledge and Understanding			
Ability to analyse data and identify trends	✓		A/R/I
Ability to communicate effectively at all levels	✓		A/R/I
Effective interpersonal skills	✓		A/R/I
Efficient organiser	✓		A/R/I
Ability to use initiative and prioritise work	✓		A/R/I
Ability to work to deadlines	✓		A/R/I
Confident user of ICT	✓		A/R/I
Ability to manage staff effectively	✓		A/I
Detailed understanding of planning the KS3 Geography curriculum.		✓	A/I
Detailed understanding of planning the KS4 and KS5 Geography curriculum to meet exam board requirements.	✓		A/I
Good influencing and negotiating skills		✓	A/R/I
Understanding of Quality Assurance measures and indicators		✓	A/R/I
Experience of mentoring and supporting NQTs / Trainees in Geography.	✓		A/I

Experience of monitoring progress of students in Geography and intervening where necessary	✓		A/I
Evidence of line-managing staff		✓	A/I
Evidence of raising student achievement	✓		A/I
Ability to gather, analyse and interpret data for effective target setting	✓		A/I
Other Requirements			
Ability to work well as part of a team	✓		A/I
Ability to quickly gain the respect of all students and staff and foster appropriate relationships	✓		R/I
Flexible approach to work	✓		A/I
Committed to school ethos and direction	✓		A/I
Understanding of Safeguarding Procedures	✓		A/I
High standard of punctuality	✓		A
Appointment to the post is subject to a satisfactory enhanced DBS check	✓		

This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18.

The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.'

*I - Interview A - Application Form R – Reference

“The School as an employer is committed to safeguarding and promoting the welfare of children and young people as its number one priority. This commitment to robust Recruitment, Selection and Induction procedures extends to organisations and services linked to the school on its behalf”. (Ref: Safeguarding Children and Safer Recruitment in Education 2007).