

## PERSON SPECIFICATION HEAD OF ENGLISH

	ESSENTIAL
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Honours Degree or equivalent in subject area</li> </ul>
<b>PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>• Evidence of continuing professional development</li> </ul>
<b>KNOWLEDGE, SKILLS &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Extensive subject knowledge and understanding of its place in the whole-school curriculum</li> <li>• Evidence of implementation and evaluation of the subject area to ensure breadth and balance and depth and challenge in order to have a highly positive impact on students' outcomes, and their personal development, behaviour and welfare</li> <li>• Excellent classroom practitioner with a proven, consistent progress record in KS3/4 with students of all abilities</li> <li>• Experience of leading curriculum development</li> <li>• Successful use of a range of classroom and behaviour management strategies</li> <li>• Ability to make secure judgements relating to student progress and clear ideas of ways to raise student performance</li> <li>• Evidence of effective planning, monitoring and self-evaluation methods</li> <li>• Development of schemes of work, lesson plans, marking policies and teaching and learning strategies to raise standards whilst engaging and enthusing students</li> <li>• A keen interest in how students learn and experience of putting this knowledge into practice</li> <li>• The marking and assessment of students' work in a manner which supports their learning and progress</li> <li>• Ability and willingness to support the formal curriculum with extra-curricular opportunities for students to extend their knowledge and understanding and improve their skills</li> <li>• Successful contribution to department and/or whole school INSET</li> <li>• Experience of leading others/managing staff</li> <li>• Experience of supporting teaching colleagues</li> <li>• ICT confident and competent</li> <li>• Excellent effective communicator</li> <li>• Knowledge and understanding of safeguarding</li> <li>• Knowledge and understanding of current educational issues both subject specific and general</li> <li>• Willingness to be a Form Tutor</li> <li>• Willingness to teach any other subject beyond the post-holder's principal subject area.</li> </ul>
<b>PERSONAL QUALITIES &amp; SKILLS; CHARACTERISTICS</b>	<ul style="list-style-type: none"> <li>• The ability and commitment to inspire, challenge and motivate the team and students to achieve high goals</li> <li>• Ability to maintain appropriate, positive relationships with children, staff and stakeholders with a clear understanding of and commitment to safeguarding</li> <li>• A leader who can lead by example, is able to enthuse others and to boost self-esteem and self-confidence, is able to counsel and advise and develop further as a leader</li> </ul>

	<ul style="list-style-type: none"> <li>• Emotional resilience and positivity; optimistic “can do” attitude</li> <li>• Excellent interpersonal and teamwork skills</li> <li>• Ability to work on own initiative, be creative, innovative with ambition and vision</li> <li>• Appropriate attitudes to the use of authority and maintenance of discipline</li> <li>• Excellent attendance, time-management, punctuality, well-organised and upholds professional standards</li> <li>• Empathy towards children with emotional and behavioural difficulties, autism and complex mental health</li> <li>• Committed to a person centred approach to resolving conflict and addressing challenge</li> <li>• Resilient when facing/faced with challenging situations</li> <li>• Personal and professional commitment to school improvement and effectiveness</li> </ul>
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*NB references will be used to support the selection panel’s assessment.*

**In addition to the candidates’ ability to perform the duties of the post, the interview process will also explore issues relating to safe-guarding and promoting the welfare of young people including;**

- **Motivation to work with young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**

**ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE CITY COUNCIL’S EQUAL OPPORTUNITIES POLICY**