

Person Specification

Post Title: **Head of English**

Responsible to: **Assistant Headteacher**

Salary grade & hours: **TLR**

|  |  |  |  |
| --- | --- | --- | --- |
| **Attribute** | **Essential** | **Desirable** | **Identified By** |
| Education & Qualifications | A 2:1 degree level qualification in English or equivalent and a post-graduate qualification in English or equivalent  Be qualified to teach English in the UK | Further Study and career development | Application,  References |
| Experience & Knowledge | Several years’ successful teaching within the subject of English  Relevant classroom experience of teaching KS3/4/5 English  Excellent record of student performance in public examinations  Proven track record in raising standards and achievement; proven ability to use intervention strategies to raise attainment  Up to date knowledge of the National Curriculum for KS3, KS4 and KS5 English.  Experience of planning and delivering innovative lessons  Knowledge of a wide range of AfL and differentiation strategies for use with both SEN and Gifted and Talented students.  Awareness of current pedagogical issues and ability to turn vision into reality  Pastoral experience of working with students | Several years’ experience of Middle Leadership  Evidence of relevant in-service training  Subject / teaching and learning interests that complement and extend the expertise within the department.  Evidence of professional; development in observation of teaching and giving feedback  Leading and delivering INSET | Application, References,  Interview |
| Abilities & Skills | Exceptional levels of literacy and the skills, knowledge and confidence to disseminate this to others  Ability to demonstrate excellent classroom practice - to deliver consistently high quality lessons, well matched to the needs of different groups  Evidence of using creative and imaginative approaches in teaching  Willingness to keep abreast of new developments both within subject and within teaching and learning  Good interpersonal skills with high professional standards in all communications with students, staff, parents/carers and other stakeholders  Highly organised with effective time-management skills; able to prioritise appropriately, meet deadlines and pay attention to detail  Highly IT literate particularly with reference to data | Subject / teaching and learning interests that complement and extend the expertise within the department. | Application,  References, Interview |
| Core Qualities | A passion for education and making a difference  Excellent communicator  A team-player and willingness to support others and the Leadership Team in driving the school forward  The ability to forge effective relationships that aid the progression of the department  Committed to inclusive education  Relentless commitment to raising standards  Role model for students in terms of positive attitude, high levels of commitment, constructive communication, high standards of behaviour, appropriate dress.  High expectations of all students and commitment to promote positive behaviour  The ability to take an already highly regarded and respected department and drive it forward with fresh approaches and vision |  | Application, Interview,  References |
| Other Requirements | Candidate will be appointed subject to an enhanced DBS check. | | |
| Compiled by: Tim Stent Date: February 2018 | | | |