

Person Specification

Post Title: **Head of English**

Responsible to: **Assistant Headteacher**

Salary grade & hours: **TLR**

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| **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 EnglishRelevant classroom experience of teaching KS3/4/5 EnglishExcellent record of student performance in public examinationsProven track record in raising standards and achievement; proven ability to use intervention strategies to raise attainmentUp 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 realityPastoral experience of working with students | Several years’ experience of Middle LeadershipEvidence of relevant in-service trainingSubject / teaching and learning interests that complement and extend the expertise within the department.Evidence of professional; development in observation of teaching and giving feedbackLeading and delivering INSET | Application, References,Interview |
| Abilities & Skills | Exceptional levels of literacy and the skills, knowledge and confidence to disseminate this to othersAbility to demonstrate excellent classroom practice - to deliver consistently high quality lessons, well matched to the needs of different groupsEvidence of using creative and imaginative approaches in teachingWillingness to keep abreast of new developments both within subject and within teaching and learningGood interpersonal skills with high professional standards in all communications with students, staff, parents/carers and other stakeholdersHighly organised with effective time-management skills; able to prioritise appropriately, meet deadlines and pay attention to detailHighly 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 differenceExcellent communicatorA team-player and willingness to support others and the Leadership Team in driving the school forwardThe ability to forge effective relationships that aid the progression of the departmentCommitted to inclusive educationRelentless commitment to raising standardsRole 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 behaviourThe 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 |