

## Person Specification - Key Stage Lead, Department for English

Qualities	Essential	Desirable	How Identified
<b>QUALIFICATIONS</b>	An Honours degree in an English subject		Application Form
	A recognised teaching qualification		Application Form
<b>TEACHING EXPERIENCE &amp; PRACTICE</b>	Experience of teaching English across Key Stages 3 & 4 including delivery of the new specification in both GCSE Language and Literacy	Experience (or capacity) of A Level teaching	Application Form/Interview
	An outstanding classroom practitioner with a track record of high attainment and strong progress particularly with students of high ability	Interest in using Drama within the English Curriculum	Application Form/Interview
	The ability to inspire and enthuse students of all ages		Application Form/Interview
	Ability to assess students' work effectively and monitor progress		Application Form/Interview
	Ability to use technology to enhance learning		Application Form/Interview
<b>LEADERSHIP &amp; MANAGEMENT</b>	The ability to take responsibility for KS4 within the department (reporting directly to the DL)		Application Form/Interview
	The ability to work with DL on the creation of effective and engaging programmes for study for KS4		Application Form/Interview
	Ability to lead colleagues in the analysis and understand data relating to students' progress and to use it to inform T & L within their groups		Application Form/Interview
	The ability to lead the team in training and development relating to KS4 classroom practice		Application Form/Interview
	The ability to give insightful and effective feedback to others		

	Willingness to engage with the school's middle leader group		Application Form/Interview
	Willingness to engage with partner schools in order to improve T&L		Application Form/Interview
<b>TRAINING &amp; DEVELOPMENT</b>	Evidence of recent training and development relating to subject	Examiner experience at GCSE	Application Form
	Evidence of recent safeguarding training		Application Form
	Commitment to developing own professional skills and practice		Application Form/Interview
<b>PERSONAL QUALITIES &amp; SKILLS</b>	Willingness to act as a form tutor to support students in pastoral and personal guidance matters		Application Form/Interview
	High standards of communication and interpersonal skills		Application Form/Interview
	Ability to self-evaluate and reflect so as to improve own practice		Application Form/Interview
	Ability to work well as a member of a team and to establish strong working relationships with teaching and support colleagues		Application Form/Interview
	A positive, proactive and resilient person who has the ability to manage workload effectively (own and others)		Application Form/Interview
	Commitment to implementation of school safeguarding practices and procedures		Application Form/Interview