**Person Specification**

**Job Title: Assistant Head of English**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| Qualifications & Training | * Qualified to teach and work in the UK.
* Good honours degree in related subject.
 | * Evidence of relevant CPD
* Masters in a related subject/education
 | Application |
| Experience | * Proven track record of raising outcomes as a classroom teacher.
* Strong classroom teacher with the ability to reflect on learning and continually improve own practice.
* Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
 | * Understands and interprets complex student data to drive tailored lesson planning.
* Proven track record of raising outcomes as a middle manager / second in department.
* Experience of delivering high quality CPD that has impact.
 | ApplicationInterview |
| Professional skills and abilities | * Set high expectations which inspire, motivate and challenge all students.
* Evidence of using data to think strategically about tailoring lessons to meet the needs of all students.
* Sound knowledge of the curriculum expectations for English Language and Literature including examination specifications.
 | * Strong analytical, strategic, interpersonal and thinking skills.
* Clear understanding of the current educational landscape.
* Commitment to self-reflection and developing others.
 | ApplicationInterviewReferences |
| Personal Qualities | * Committed and motivated to doing whatever it takes to provide the best for students.
* Strive for excellence through hard work and determination.
* Ability to contribute to our can do culture and be solution focussed.
* Committed to equality of opportunity for all and make all members of the community feel valued and respected.
* Commitment to the safeguarding of all.
* A strong moral purpose and drive for improvement for all.
* Ability to work effectively under pressure.
 | * Commitment to regular and on-going professional development and training to establish highly effective classroom practice.
* High expectations for accountability and consistency.
* Willingness to contribute to extra-curricular provision.
 | ApplicationInterviewReferences |