**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. | Application  Interview |
| 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. | Application  Interview  References |
| 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. | Application  Interview  References |