#### PERSON SPECIFICATION

#### POST: ASSISTANT HEAD OF ENGLISH

|  |  |  |  |
| --- | --- | --- | --- |
| Attributes | Essential | Desirable | How identified |
| *Qualifications* | * 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 |
| ***Teaching and learning experience*** | * Proven track record of raising outcomes as a classroom teacher * Strong classroom teacher with the ability to reflect on lessons and continually improve their 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 (if applying for a post with a TLR). * Understands and interprets complex student data to drive departmental improvements (if applying for a post with a TLR). * Ability to teach Drama up to GCSE level | Application  Interview |
| ***Knowledge and skills*** | * 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. * Effective and systematic behaviour management, with clear boundaries, purposeful praise and through building intrinsic motivation. | * Understanding of what makes Dixons McMillan different and successful. * Strong analytical, strategic, interpersonal and thinking skills. * Understanding of the current educational landscape. | Application  Interview  References |
| ***Personal attributes*** | * Committed and motivated to doing whatever it takes and strive for excellence through hard work determination and grit. * 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 successfully under pressure. | * Willingness to offer extra-curricular provision. * Acts as a role model to staff and students. * Commitment to regular and on-going professional development and training to establish outstanding classroom practice. * High expectations for accountability and consistency. | Application  Interview  References |