#### PERSON SPECIFICATION

#### POST: ASSISTANT HEAD OF ENGLISH

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| 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.
 | ApplicationInterviewReferences |
| ***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.
 | ApplicationInterviewReferences |