

Person Specification – Lead Teacher English

Minimum Essential Requirements		Assessment
To be able to share and support Holy Cross' mission and vision		
1. Skills and Knowledge		
1.1	Ability to work effectively within a team environment, understanding teaching roles and responsibilities.	Application
1.2	Excellent classroom practitioner; outstanding teaching skills and an ability to enthuse and engage students.	Application/Interview
1.3	Ability to create, monitor and develop engaging schemes of learning for KS3 and KS4 in English.	Application/Interview
1.4	Understanding of current issues relating to the teaching of English.	Application/Interview
1.5	Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people. Act as a role model to staff and students.	Application/Interview
1.6	Excellent time management and personal organisational skills.	Application
1.7	Excellent interpersonal and communication skills.	Application/Interview
1.8	Excellent ICT skills; the ability to use new technology effectively to enhance learning.	Application
1.9	An ability to improve their own practice through observations, evaluations and discussions with colleagues.	Application
1.10	Ability to create engaging and innovative resources across KS3 and KS4 to be shared with the department.	Application/Interview
1.11	Requirement to work alongside the Assistant Headteacher to lead whole school literacy and vocabulary initiatives.	Application/Interview
1.12	Demonstrate a resilience, motivation and commitment to driving up standards of achievement of students of all aptitudes and abilities.	Application/Interview
1.13	Ability to use pupil data to target set and inform planning and intervene.	Application/Interview
1.14	Willingness to contribute regularly to department meetings in order to share teaching and learning strategies.	
2. Experience and Qualifications		
2.1	Qualified Teacher Status.	Application
2.2	Honours Degree in English Language, English Literature (or as part of combined).	Application
2.3	Commitment to regular and on-going professional development and training to establish outstanding classroom practice.	Application
3. Professional Values		
3.1	A growth mindset and an excitement about learning new things.	Application/Interview
3.2	High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements.	Application/Interview
3.3	A commitment to equal opportunities.	Application
3.4	A willingness to promote the Catholic ethos of the school.	Application/Interview
3.5	Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work.	Interview
3.6	To engage in extra-curricular English activities and seek to enlist outside practitioners and resources to enhance learning opportunities.	Application/Interview
3.7	A good sense of humour and highly enthusiastic about working with young people.	Interview

The successful applicant will be subject to an Enhanced DBS disclosure.