

PERSON SPECIFICATION – Leading Practitioner in English

Criteria		Essential	Desirable	Assessed by
Qualifications	Honours degree	✓		Application Form
	Qualified Teacher Status in English or related discipline	\checkmark		Certificates
	 Further study – higher or professional qualification 		\checkmark	
Experience &	• Proven recognition of successfully teaching English across KS3, KS4 & KS5 and the	\checkmark		Application Form,
Knowledge	whole ability range (minimum of three years teaching experience);			references, interview
	To be an acknowledged outstanding practitioner	√		
	A track record of leading & developing staff	\checkmark		
	 A record of raising and maintaining high educational standards 	\checkmark		
	 Successful experience of curriculum development and delivery 	·		
	Can clearly evidence in letter of application being highly successful and effective in current post	✓		
	Experience of leading a programme of teaching improvement	\checkmark		
	• The ability to demonstrate a clear understanding of the characteristics of high	\checkmark		
	quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement of all students			
	 Excellent understanding of classroom skills and Teacher Standards 	✓		
	 Can clearly demonstrate being informed of current educational thinking and strategies in English teaching 	~		
	 Understanding of data and its necessity in the work of a classroom practitioner 	\checkmark		
	 Evidence of effective tracking and monitoring and of intervention strategies that positively impact on student achievement 	~		
	• The ability to demonstrate a current and up to date awareness of wider educational issues and initiatives	~		
	 A good understanding of external examination requirements 	\checkmark		
	 To be registered with an external exam board as a marker of examinations 		\checkmark	
	 Knowledge of Ofsted requirements and self-evaluation 		\checkmark	
	Experience of SIMS		\checkmark	
Relationships	 Ability to gain confidence, trust and respect of pupils, other staff and parents and build successful working relationships at all levels. 	✓		Letter/Interview
	 Can demonstrate high standards of classroom management and discipline in a consistent manner 	~		
		✓		
	 Understanding of the importance of links with KS2 The ability to work in collaboration with other members of staff to develop and 	~		
	manage cross curricular projects.			

Students	• Evidence that the candidate perceives that the role of the academy is to provide effectively for all of its learners through identifying individual needs and providing appropriate teaching	×	Application form, interview, references
	 The ability to guide students' academic, personal and professional development, as a tutor, in accordance with the academy's guidelines and procedures 	~	
	 High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements Ability to build and maintain positive working relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners 	*	
Skills	Can clearly demonstrate with examples the ability to initiate, lead and manage change to a successful conclusion	✓	Application form / references, interview
	 High order ICT skills and experience of utilising a range of software programmes to record and analyse data 	✓	
	 Ability to articulate your vision and secure commitment from others 	✓	
	 Communicate effectively through various media formats with the Principal, other 		
	staff, students, parents and other stakeholders		
	Excellent communication skills. Confident public speaker.	v ✓	
	 Devolve responsibilities and delegate tasks as appropriate 		
	 Think creatively and imaginatively to anticipate and solve problems and identify opportunities 	✓	
	Inspire & motivate others	\checkmark	
	Consistently meet deadlines	\checkmark	
	 Set standards and provide a role model for students and staff 	✓	
	 Ability to take on numerous roles in a within a team to enable it to function effectively 	\checkmark	
Personal	Proven recognition of leadership potential	\checkmark	Application form,
Qualities	 Adaptability and flexibility to respond to school's changing demands and 	✓	references, interview
	development.		" "
	Self-confident, can take difficult decisions and have an inner strength and resilience		
	 Ability to lead, inspire, motivate and manage people 		
	 Presence, dynamism, good sense of humour and approachability 	✓	
	 Excellent organisational and time management skills 	\checkmark	
	Open to advice and constructive criticism	✓	
	High levels of integrity	\checkmark	

Customer Service	• Listen and respond to children / young people needs, seek out innovative ways of consulting and engaging them. Network with others to develop services for the benefit of the children / young people.	×	Application form, references, interview
Valuing Diversity	 Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage. 	✓	Application Form, references, interview
Developing Self and Others	 Coach and mentor others. Be willing to share learning and encourage others to do the same. Listen to others and respond to their needs. Apply a range of development activities to develop and train staff. Endorse the principles of Investor in People. Strives for improvement and take responsibility for own development. Be self-confident and lead by example. 	×	Application Form, references, interview
Work Related Circumstances – Professional Values and Practices	 A positive attitude to broad aspects of Academy life and contributions to new initiatives and developments Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work Displays a commitment to safeguarding and promoting the welfare of children and young people and expects others to share this commitment Good personal and professional standard of dress and presentation and high expectation of others 	✓ ✓ ✓	Application Form, references, interview

Date Person Specification prepared/updated: Person Specification prepared by:

Nov 2017 R Lucas / C Wilkinson