**The Logic(al) rules of application**

We’ve got a really clear idea about the type of teachers we’d like to join our team.  We know there is a recruitment crisis right now, but that doesn’t mean we’ll just settle for anyone we can get.

**So, we aren’t looking for people who:**

* like things to be the way they’ve always been
* prefer to debate educational policy or how education is going to pot without actually wanting to be a part of changing things for the better
* think that keeping up with technology and teaching practices are a chore
* believe that knowledge should be taught through rote, and that fact based learning is the only/best way to educate a child.
* are scared by the phrase ‘fail and fail better’.  Because of course we will, at some point fail, but if we never fail then we haven’t been pushing ourselves enough to improve the education on offer.

**We REALLY want people who**

* believe it’s a schools responsibly to prepare students for their lives -  not just

for exams

* want to be in a school which will openly question why we are doing what we are doing and how do we do it better
* you have an itch that you just can’t scratch in your current job, that you want to be part of something new that’ll make a massive difference to students’ lives
* are up for change, challenge and direct communication
* are horrified about the number of NEETS in this country and want to do something  
  about it
* don’t find the phraseology or approach of this ‘rules of application’ to be abhorrent, indeed, you find it a bit refreshing and it piques your interest.  If so, then please apply – I definitely want you on the Logic team.

**Head of English**

# Salary

The post is appointed on the main pay scale or upper pay scale with a TLR. This will be negotiated for the right candidate.

# Line of responsibility

Directly responsible to the Principal. The leadership responsibilities will be negotiated with the candidate.

# Job content

## Strategic purpose

The position will play a major role, as part of the wider leadership team, in establishing the aims and objectives of the department to reflect the overall aims and objectives of Logic Studio School and in implementing appropriate policies and procedures to ensure the achievement of these objectives.

## Core responsibilities

* S/he shall have overall responsibility for all teaching and learning within the department.
* S/he shall ensure, through the effective operation of assessment, recording and reporting systems that all pupils within the department meet agreed targets, both individually and across the department, and shall ensure that schemes of work include provision for personalised learning.
* S/he shall ensure that all members of the department are performing as effectively and efficiently as possible and ensure to the best of her/his ability, that the department is adequately resourced to fulfil its function within the school.
* S/he shall keep abreast of national strategy and developments impacting on her/his subject area/s and ensure information is communicated to the department and whole-school staff, and the department is responsive to such developments.
* S/he shall contribute to curriculum development and timetabling as required.
* S/he shall oversee the preparation of schemes of work and lead, develop and enhance the teaching of other teachers within the department.
* S/he shall work within the school’s professional development programme to ensure that s/he and the members of the department keep their knowledge and expertise up to-date.
* S/he shall play a key role in the appointment of staff within the department, and shall put in place arrangements for the mentoring of newly qualified and trainee teachers within her/his subject area/s as required.
* S/he shall represent the interests of the department within the wider management of the school, and participate in any collaborative arrangements with other schools which may benefit the development of the department.
* S/he shall agree appropriate professional targets annually with the appropriate senior leader, who will monitor and review her/his performance in accordance with the school’s appraisal policy.
* S/he shall manage the departmental/faculty budget/s and ensure value for money in resourcing the department.
* S/he shall contribute as appropriate to whole-school initiatives such as induction days and shall encourage extra-curricular activities and educational visits within the school guidelines.
* S/he shall be responsible for all aspects of health and safety within her/his department.
* S/he shall attend heads of department meetings.

# Conditions of employment

* The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).
* The post holder is required to support and encourage the school’s ethos and its objectives, policies and procedures as agreed by the governing body.
* To uphold the school's policy in respect of child protection and safeguarding matters.
* S/he shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers’ Pay and Conditions Document.
* The post holder may be required to perform any other reasonable tasks after consultation.
* This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
* This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the post holder.
* All members of staff are required to participate in the school’s appraisal scheme.

# HEAD OF ENGLISH: PERSON SPECIFICATION

| Essential | Desirable | Evidence |
| --- | --- | --- |
| Qualifications and experience: | | |
| * Degree of at least 2:1. * Qualified teacher status * A continued commitment to own professional development. * Excellent knowledge of current legislation, guidance and policy in the subject area. * Management experience. * Of child-safeguarding issues and successful use of measures that promote and ensure the safe-guarding of children. | * Further relevant professional studies. * Experience of more than one school/academy. * Experience of more than one key stage. * Second in department or similar management experience. | Application form  Certificates  References |
| Set high expectations and inspire, motivate and challenge all students, in English, by: | | |
| * Establishing a safe and stimulating environment for students, rooted in mutual respect. * Setting goals that stretch and challenge students of all backgrounds, abilities and dispositions. * Demonstrating consistently, the positive attitudes, values and behaviour which are expected of students. |  | Application form  Letter of application  References  Interviews |
| Demonstrate good subject and curriculum knowledge, especially in relation to specified department, by: | | |
| * Having a secure knowledge of the relevant subject(s) and curriculum areas, fostering and maintaining students’ interest in the subject, and addressing misunderstandings. * Demonstrating a critical understanding of developments in the subject and curriculum areas, and promoting the value of scholarship. | * Demonstrating an understanding of and taking responsibility for promoting high standards of specified subject, articulacy and the correct use of standard English. | Application form  Letter of application  References  Interviews |
| Personal attributes: | | |
| * Personal impact and presence * Adaptability to changing circumstance and new ideas * Good negotiation and diplomacy skills * An ability to work under pressure and meet deadlines * Ability to form and maintain appropriate relationships and personal boundaries with young people |  | Application form  Letter of application  References  Interviews |
| Fulfil wider professional responsibilities: | | |
| * Making a positive contribution to the wider life and ethos of the school. * Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support. * Communicating effectively with parents with regard to students’ achievements and well-being. | * Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues. | Application form  Letter of application  References  Interviews |