



Person Specification: Lead Practitioner in English

Knowledge and Understanding	
A relevant honours degree	E
QTS and substantial experience in teaching at KS3 and KS4	E
A secure knowledge and understanding of literacy across the curriculum	E
An excellent knowledge and understanding of the National Curriculum for English at Key Stage 3 and 4, including the GCSE specification	E
Knowledge of the teaching and development of reading, writing and oracy	E
Knowledge and understanding of the characteristics of highly effective teaching and how to develop those in others	E
A knowledge of successful strategies to promote excellent outcomes for all students and be able to measure the impact of any chosen initiatives and interventions	E
Knowledge of the principles of excellent pedagogy and practice in the teaching of English	E
Experience of curriculum design	E
NPQ	D
Coaching qualification	D
Teaching and Learning	
Plans and delivers a curriculum which is ambitious for all students	E
Demonstrates sustained high standards of student learning and achievement in their classroom and can influence the practice of others	E
Adapts teaching to meet the needs of all learners	E
Has high expectations of students regarding the quality of the work that they produce	E
Invests in building and sustaining positive relationships with students	E
Promotes self-regulation and independence in students	E
Uses assessment effectively to support teaching and student learning	E
Demonstrates exemplary practices that support students in knowing and remembering more	E

Uses a range of teaching strategies to support excellent student outcomes	E
Leading others	E
Demonstrates the ability to motivate others to develop their practise	E
A proven track record of securing excellent outcomes for students	E
Can prioritise, plan and organise to address faculty improvement priorities	E
Demonstrates optimism and resilience in leading as a role model to others	E
Works effectively with other leaders in school to secure improvements in teaching and learning in English and literacy in the wider school context	E
Can analyse, understand and interpret data and information and use it to inform strategic actions	E
Can set and achieve challenging professional goals	E
Builds and contributes to highly effective working relationships with individuals within and across teams	E
Shows a commitment to their own learning and takes responsibility for their own professional development	E
Setting challenging and ambitious targets within the subject in order to further improve student outcomes	E
Can confidently contribute to curriculum development within English	E
Personal attributes	
Enjoys being with young people, has a passion for education and for seeing young people learn, achieve and succeed in a positive, safe and enjoyable climate.	E
Is of a reflective, focused and determined disposition: willing to promote change and challenge the practice of others where appropriate	E
Is committed, resilient, robust and resourceful	E
Has a sense of humour and is a team player	E
Is fair, honest and reliable	E