



Employee Specification – Faculty Leader of English

All areas to be identified by application and at interview.

Qualifications	Essential	Desirable
Educated to degree level in the identified subject	✓	
Qualified Teacher Status	✓	
Good Honours Graduate	✓	
Range of high-level English qualifications		✓
Recent participation in relevant high-level training	✓	
Relevant middle leadership development	✓	
Background and Experience	Essential	Desirable
Substantial recent and successful teaching experience in secondary schools	✓	
Able to teach Key Stage 3 and Key Stage 4	✓	
Experience of leading school improvement	✓	
An outstanding classroom practitioner	✓	
Excellent understanding of current, relevant initiatives and national developments in education and more specifically in English	✓	
Excellent skills in the use of data to inform planning and evaluate student progress	✓	
Excellent use of assessment and feedback to promote rapid progress of students	✓	
Evidence of rapid progress of students at GCSE level or equivalent		✓
Experience and understanding of the role of a form tutor	✓	
Evidence of leading creative and innovative approaches to teaching and learning		✓
Experience of supporting colleagues to improve practise		✓
Experience of observation, feedback and coaching to improve quality of teaching and learning		✓



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Background and Experience continued	Essential	Desirable
Excellent classroom management skills and ability to encourage good behaviour	✓	
Able to develop positive and meaningful relationships with students	✓	
Able to make appropriate use of ICT for learning	✓	
Understanding of a range of assessment for learning approaches, including grades, where appropriate	✓	
Able to communicate with students and their parents/carers about students' progress	✓	
Professional Knowledge and Understanding	Essential	Desirable
Understand the characteristics of high-quality teaching, learning and achievement for all students	✓	
Excellent understanding of effective pedagogy	✓	
Understand the wider characteristics that form a successful school	✓	
Knowledge and promotion of the professional standards for teachers	✓	
Skills	Essential	Desirable
Able to manage, and support other colleagues to manage, challenging behaviour of students	✓	
Able to contribute to leadership of change at faculty level	✓	
Good ICT skills	✓	
Excellent communication skills	✓	
Able to anticipate problems and find solutions	✓	
Excellent organisational skills to meet deadlines and manage workload of self and others	✓	
High standards and expectations in all aspects of school life including of self, colleagues, and students	✓	
Lead, motivate and support the development of individual members of the faculty	✓	
Capacity to manage a budget and resources to support improvements in learning	✓	
Development of extra-curricular activities	✓	
Strategic planning and coaching skills	✓	



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Personal Qualities and Attributes	Essential	Desirable
Capacity to plan and deliver a vision for the English department	✓	
Cares deeply about the success of every child and staff member	✓	
Committed to continuous school improvement	✓	
Credibility, presence, and capacity to provide leadership at faculty level	✓	
Able to gain the respect of students, parents, staff, and governors	✓	
Make difficult decisions and manage challenging conversations	✓	
Energy, enthusiasm, and a sense of humour	✓	
Open to advice, feedback, and professional development	✓	
High integrity, honest, trustworthy, and reliable	✓	
Knowledge, understanding and commitment to the protections and safeguarding of children and young people	✓	
Commitment to equal opportunities	✓	
Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check.	✓	