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| **Head of English - Person Specification** |

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| **Education and Qualifications** | **Essential** | **Desirable** | **Assessment** |
| Qualified teacher status | **✓** |  | **A** |
| Good honours graduate | **✓** |  | **A** |
| Commitment to personal/professional development | **✓** |  | **A/I** |
| Commitment to undertake (if not already secured) Masters degree |  **✓** |  | **A** |
| Leadership Pathways or other recognised management qualification |  **✓** |  | **A** |
| Commitment to undertake NPQSL |  | **✓** | **A/I** |

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| **Experience** | **Essential** | **Desirable** | **Assessment** |
| Proven track record of outstanding classroom practice | **✓** |  | **A/I/R** |
| Evidence of successful middle leadership role | **✓** |  | **A/I** |
| Experience of successfully leading a whole school initiative | **✓** |  | **A/I** |
| Experience of contributing to effective professional development of staff | **✓** |  | **A/I** |
| Experience of a senior role in a school | **✓** |  | **A/I** |
| Involvement in whole school training initiatives related to school improvement | **✓** |  | **A/I** |
| Experience of conducting performance management | **✓** |  | **A** |
| Experience of working with external agencies |  | **✓** | **A/I** |

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| **Knowledge and Understanding** | **Essential** | **Desirable** | **Assessment** |
| Clear understanding of effective and innovative T&L strategies | **✓** |  | **A/I** |
| Clear understanding of the secondary curriculum and its assessment | **✓** |  | **A/I** |
| Knowledge of Every Child Matters  | **✓** |  | **A/I** |
| Knowledge of the principles of inclusion | **✓** |  | **A/I** |
| Knowledge of effective up to date learning, teaching and student support systems | **✓** |  | **A/I** |
| Ability to use assessment data to inform planning and set targets | **✓** |  | **A** |
| Understanding of the OfSTED Framework | **✓** |  | **A** |
| Understanding of quality assurance systems | **✓** |  | **A** |
| Knowledge of the regulations surrounding safeguarding | **✓** |  | **A/I** |
| Understanding of the use of ICT in the strategic leadership and management of a school |  | **✓** | **A** |

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| **Teaching and Learning** | **Essential** | **Desirable** | **Assessment** |
| Commitment to and ability to raise achievement for all | **✓** |  | **A/I/R** |
| Proven track record of raising academic standards and delivery against targets and national benchmarks | **✓** |  | **A/I/R** |
| Proven track record of improving teacher performance  | **✓** |  | **A/I/R** |
| Commitment to ensuring excellent standards of behaviour at all times | **✓** |  | **A/I/R** |
| Experience of monitoring and evaluating classroom practice through regular observations | **✓** |  | **A/I** |

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| **Leadership** | **Essential** | **Desirable** | **Assessment** |
| Ability to lead, provide vision and command respect | **✓** |  | **I/R** |
| Highly motivated and able to motivate and inspire staff and students | **✓** |  | **A/I/R** |
| Ability to delegate responsibility and provide a focus for improvement | **✓** |  | **I** |
| Ability to innovate, manage change and evaluate its impact | **✓** |  | **A/I** |
| Excellent problem solving skills | **✓** |  | **A/I** |
| Exemplary role model for staff and students | **✓** |  | **I** |
| A student centred approach | **✓** |  | **I** |
| Innovatory approaches to leadership and management of teaching and learning | **✓** |  | **A/I** |
| Ability to work as part of a team and contribute to setting the strategic direction of the Academy | **✓** |  | **I/R** |
| Ability to generate ideas and drive initiatives | **✓** |  | **A/I** |
| Ability to represent and be an ambassador for the Academy externally | **✓** |  | **I** |

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| **Personal Qualities** | **Essential** | **Desirable** | **Assessment** |
| Personal impact and presence which inspires others | **✓** |  | **I/R** |
| Positive and energetic approach towards work | **✓** |  | **I/R** |
| Tenacious and able to pursue matters to a close | **✓** |  | **I/R** |
| High level of oral and written skills | **✓** |  | **A/I** |
| Excellent interpersonal skills | **✓** |  | **I** |
| High expectations of self, students and colleagues | **✓** |  | **I** |
| Ability to be reflective and self-critical | **✓** |  | **A/I** |
| Calm and focussed under pressure | **✓** |  | **I** |

**A = Application**

**I = Interview**

**R = Reference**