

Lead Teacher of EAL Person Specification	ESSENTIAL	DESIRABLE
EDUCATION	<ul style="list-style-type: none"> • QTS • successful teaching experience in a secondary school • High standards of personal literacy • Evidence of relevant continuing professional development and training relating to EAL 	<ul style="list-style-type: none"> • Specialist skills/training in EAL from NALDIC recognised provider
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with multi-disciplinary teams • Experience of delivering and evaluating the effectiveness of interventions for EAL • Experience of working successfully with disadvantaged learners • Experience of working in education contexts with high populations of EAL learners • Experience in assessment of EAL needs 	<ul style="list-style-type: none"> • At least 2 years' experience of teaching EAL in secondary context • Experience of managing support staff
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none"> • Up to date knowledge of EAL strategy development nationally • understanding of effective teaching and learning strategies including behaviour for learning 	
MOTIVATION & SOCIAL SKILLS	<ul style="list-style-type: none"> • ability to motivate, lead and support staff and students • excellent communication and interpersonal skills • ability to analyse problems, reach considered judgements, resolve issues and delegate effectively • personal organisation and time management skills • ability to communicate effectively both orally and in writing with a range of audiences 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> • dynamic nature with innovative ideas and a passion for teaching and learning • the highest levels of personal and professional integrity • energy and drive • ability to motivate self and others 	
PLANNING, TEACHING & CLASS MANAGEMENT	<ul style="list-style-type: none"> • demonstrates clear strategic thinking on how to support students with identified needs to make progress • plans teaching and personalisation to achieve progression in students' learning • makes effective use of assessment information on students' attainment • delivers consistently good or better lessons 	
OTHER PROFESSIONAL REQUIREMENTS	<ul style="list-style-type: none"> • a commitment to, and understanding of, the wider aspects of student development • has the ability to plan and lead on whole Academy initiatives • has the ability to work with parents/carers, external agencies and the wider community • is flexible, able to work under pressure and meet deadlines 	