



Rednock School
Quality, Partnership, Success

Position: Head of Department - English

Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> Good honours degree in a relevant subject Qualified teacher status 	<ul style="list-style-type: none"> Evidence of further professional development relevant to the post 	<ul style="list-style-type: none"> Application form
Experience	<ul style="list-style-type: none"> Experience of teaching English Language and English Literature at GCSE level. 	<ul style="list-style-type: none"> At least 2 years experience of teaching English Literature or equivalent at A-Level Experience as teacher in charge of English at KS3, KS4, or KS5 	<ul style="list-style-type: none"> Application form Letter of application Selection process References
Professional Attributes	Relationships with students <ul style="list-style-type: none"> Have high expectations of and aspirations for all students and a commitment to support them in achieve their potential Have and expect high standards of behaviour 	<ul style="list-style-type: none"> Experience as a tutor 	<ul style="list-style-type: none"> Letter of application Selection process References
	Frameworks <ul style="list-style-type: none"> Have an up to date knowledge and understanding of the professional duties of teachers Have an up to date knowledge of curriculum developments 		
	Communicating and working with others <ul style="list-style-type: none"> Be able to communicate effectively with students, parents and colleagues Be able to work in partnership with others to support the learning of students 	<ul style="list-style-type: none"> Experience of management of colleagues Experience of working effectively with support staff 	
	Personal Professional Development <ul style="list-style-type: none"> Be reflective and committed to improving own and other's practice to benefit students Be open to advice and feedback 	<ul style="list-style-type: none"> Evidence of continuing professional development Experience of applying performance management systems 	

Professional Knowledge and Understanding	Teaching and Learning <ul style="list-style-type: none">Be able to use a range of teaching, learning and behaviour management strategies to personalise learning		<ul style="list-style-type: none">Letter of applicationSelection processReferences
	Assessment and Monitoring <ul style="list-style-type: none">Be committed to the effective use of assessment for learning strategiesAppreciate the importance of data in raising attainment	<ul style="list-style-type: none">Know the assessment requirements for the subjects to be taughtBe confident in the use of data to raise attainment	
	Subjects and Curriculum <ul style="list-style-type: none">Have excellent subject knowledgeHave an awareness of the subject content of courses to be delivered	<ul style="list-style-type: none">Relevant knowledge of the AQA specifications for GCSE and A-Level Literature.Be committed to providing cross- curricular learning opportunities for students	
	Learning Skills <ul style="list-style-type: none">Appreciate the importance of helping students to develop the skills necessary to become independent learners.	<ul style="list-style-type: none">Have experience of developing learning sequences that support the development of skills	
	Achievement and diversity <ul style="list-style-type: none">Understand that student development is affected by a range of influencesBe committed to considering these when planning and differentiating student learningUnderstand the need to work effectively with other colleagues who support students’ learning	<ul style="list-style-type: none">Have experience of supporting others in adapting learning for students with additional needs	
	Health and Well-being <ul style="list-style-type: none">Be committed to fulfilling the role of tutorBe aware of national policies and guidance on safeguarding children		
	Professional Skills	Planning <ul style="list-style-type: none">Have planned and delivered effective learning sequencesHave adapted learning sequences based on prior learning of students	
Teaching			

	<ul style="list-style-type: none"> • Be an outstanding classroom practitioner • Know how to motivate and engage students in learning 	<ul style="list-style-type: none"> • Have supported others to develop excellent classroom practice 	
	Assessment, monitoring and giving feedback <ul style="list-style-type: none"> • Have used formative assessment to provide feedback and set targets for students • Have provided effective verbal and written feedback to parents 	<ul style="list-style-type: none"> • Have analysed student data in order to progress learning across or between key stages 	
	Reviewing teaching and learning <ul style="list-style-type: none"> • Be a reflective practitioner who is committed to regular self review 	<ul style="list-style-type: none"> • Have experience of self evaluation procedures 	
	Learning Environment <ul style="list-style-type: none"> • Able to create a safe and purposeful environment for learning • Able to manage behaviour effectively in line with school systems 	<ul style="list-style-type: none"> • Have experience of supporting others with behaviour management 	
	Team working and collaboration <ul style="list-style-type: none"> • Be able to work effectively as part of a team • Have a commitment to collaboration and co-operative working 	<ul style="list-style-type: none"> • Have experience of building and leading an effective team • Have experience of leading collaborative working 	
Personal attributes	<ul style="list-style-type: none"> • A passion for English and teaching • Excellent communication and interpersonal skills • The ability to maintain a sense of perspective and a sense of humour under pressure • Good attendance and punctuality record 		