**Person Specification: Deputy Director of English**

To carry out the required duties, the Academy is seeking to appoint experienced and highly committed professionals. This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification along with your supporting statement to evidence your experience. You should refer to these requirements when completing your application.



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| Criteria | Essential | Desirable |
| Knowledge and qualifications | * Graduate with Qualified Teacher Status in secondary English
* Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people
* Committed to continual personal and professional development, is reflective and learns from past experience
 | * Preferably UK trained, or recognised, with up to date experience of teaching the National Curriculum
* Knowledge and understanding of the principles and implications of current education practice, legislation and initiatives
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| Experience | * Delivery of English curriculum from KS3 to GCSE level within the framework of the English National Curriculum
* Ability to lead others by example and with excellence and aspiring for innovative practice
* Produce data to use for analysis to inform planning for interventions and improve teaching and learning to impact positively on progress
* Ability to diagnose and impact on underachievement including that linked to specific Special Educational Needs, Disadvantaged and High Ability students
 | * A proven track record of success leading a project(s)/raising standards within the mathematics department
* Ability to appraise, evaluate and advise colleagues on their work and outcomes
* Experience of teaching children for whom English is an additional language
* Experienced in using enquiry based methods, interactive and student learning centred lessons
* Experience at leading INSET
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| Skills | * An excellent practitioner in Secondary English
* Ability to work collaboratively and supportively with colleagues within Ormiston Park Academy
* Effective communication in speech and writing
* Ability to support the planning and delivery of the English curriculum with enthusiasm using collaboration
 | * Competent in the use of ICT and software/hardware based teaching resources
* Ability to demonstrate experience of adapting to change/new Educational Initiatives
* The ability to delegate, prioritise and manage the performance of others
* Ability to reflect on self, department and staff within the subject
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| Personal characteristics | * Conviction that all students can succeed and a commitment to securing the highest achievement for all
* Be conscientious, committed, resilient, imaginative, flexible and a lifelong learner
* Displays commitment to the protection and safeguarding of children and young people
* Values and respects the views and needs of children and young people
* Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams
* Willing to work within Ormiston Park Academy procedures, processes and to meet required standards for the role
 | * Demonstrate your passion across the Academy for your love of English
* Resilient and demonstrates ability to work well under pressure managing time effectively
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