



Head of ENGLISH Person Specification

Qualifications and Experience

Essential	Desirable	Assessment
QTS or relevant teaching qualification	Evidence of post graduate study	Certificates
Commitment to personal/professional development		Application/Interview
Evidence of recent good/outstanding classroom practice in English		Application/Interview
Ability to lead on all aspects of literacy across the curriculum		Application/Interview

Knowledge and Understanding

Essential	Desirable	Assessment
Excellent knowledge and understanding of the most up to date curriculum changes, concepts and skills in English	Innovative approach to working with parents and other stakeholders	Application/Interview
Clear understanding of the secondary curriculum and its assessment		Application/Interview
Ability to employ a range of effective teaching and learning styles and a range of assessment methods		Interview
Ability to use assessment data to inform planning and set targets		Interview
Excellent command of own subject area		Application/Interview

Teaching and Learning

Essential	Desirable	Assessment
Ability to raise achievement for all		Interview
Commitment to ensuring excellent behaviour for learning at all times		Interview
Excellent communication skills		Interview
Commitment to role of form tutor and the benefits of pastoral care		Interview

Leadership and Management

Essential	Desirable	Assessment
Be able to significantly contribute to the school priorities		Application/Interview
Be able to inspire and motivate others	Liaise effectively with other organisations	Application/Interview
Recent leadership experience	Contribute to whole school policies and initiatives	Application/Interview
Initiate, lead and manage change		Application/Interview
Deal sensitively with others and be able to resolve issues		Interview
Solve problems, seek advice and support when necessary		Interview

Skills and Attributes

Essential	Desirable	Assessment
Able to build and maintain good working relationships	Generate new ideas and drive initiatives forward	Interview
Able to work as part of a team, as well as lead a team		Interview
Be an excellent role model for students		Interview
Show an innovative approach to curriculum delivery		Application/Interview
Communicate effectively at all levels		Application/Interview

Personal Qualities

Essential	Desirable	Assessment
Committed to promoting the welfare and safeguarding of all young people, and adults		Interview
Promote and support the Catholic ethos of the school		Interview
Have high expectations of students and staff	Have a sense of humour	Application/Interview
Be highly motivated and inspiring	Show a commitment to extra-curricular activities	Interview
Be enthusiastic and committed		Interview
Have a passion for teaching		Interview
Have a forward thinking approach		Interview
Have excellent interpersonal skills		Interview
Be a reflective practitioner		Interview
Can work under pressure and meet deadlines		Interview
Show a willingness to take on additional roles and responsibilities	Ability to lead across the school	Interview
Have an excellent record of attendance and punctuality		Application/Interview