



# King's Norton Boys' School

## HUMANI SEMPER CONTENDIMUS

### Person Specification

#### Head of English

Qualifications, Training and Experience	Essential	Desirable	Application	Interview Process	References
Qualified Teacher Status	✓		✓	✓	
Honours degree in related subject	✓		✓	✓	
Higher level qualification in Education theory or practice		✓			
Evidence of taking responsibility for own professional development	✓		✓		✓
Teaching experience at Key Stages 3 and 4	✓		✓	✓	✓
A track record of high student achievement, including the progress of different cohorts	✓		✓	✓	✓
Experience of quality assurance of teaching and learning, including lesson observations, work scrutiny and data analysis	✓		✓		✓
Experience of teaching and learning responsibilities and managing a team	✓		✓		✓
Experience of working with a variety of stakeholders, for example, Governors		✓	✓		
Skills and Knowledge					
Strong teaching skills which have an impact on students' learning	✓		✓	✓	✓
Able to plan for high quality learning and implement a range of pedagogical strategies effectively	✓		✓	✓	✓
Able to assess students' learning effectively and plan for future learning	✓		✓	✓	
A good understanding of National Curriculum and GCSE requirements for the teaching of English	✓		✓	✓	
Able to provide clear direction and to inspire, motivate and enthuse others	✓		✓	✓	✓
Able to hold others to account	✓		✓	✓	✓
Able to monitor and evaluate performance and implement required improvements	✓		✓	✓	✓
Able to initiate and manage change	✓		✓	✓	✓
Able to use/ analyse assessment data to raise standards	✓		✓	✓	
Efficient and effective administrative, organisational and personal management skills	✓			✓	✓

	Essential	Desirable	Application	Interview Process	References
Able to work both independently and be a strong team player	✓		✓		✓
Ability to manage own workload whilst supporting the wider needs of the faculty	✓			✓	
Able to inspire, motivate and enthuse students	✓		✓	✓	✓
Effective behaviour management	✓		✓	✓	✓
A good understanding of basic safeguarding and child protection practice	✓		✓	✓	
Able to communicate effectively, orally and in writing	✓		✓	✓	
<b>Personal Attributes</b>					
Energy, enthusiasm and drive	✓			✓	✓
High expectations of students, colleagues and themselves	✓		✓	✓	✓
Good interpersonal skills	✓			✓	✓
A commitment to the school's ethos that 'we are all learners'	✓		✓	✓	
Reliability, perseverance and integrity	✓			✓	✓
Confident in own ability to be effective and to take on challenges	✓		✓	✓	
A good record of attendance and a high degree of professionalism	✓			✓	✓
Capacity to work hard under pressure and meet deadlines.	✓			✓	✓
Commitment to significantly contribute to the extra-curricular and enrichment life of the school through for example after school revision classes and educational visits	✓		✓	✓	
Commitment to inclusive education	✓		✓	✓	
Commitment to safeguarding young people	✓			✓	✓
Able to form and maintain appropriate relationships and personal boundary with children and young people	✓			✓	✓