



Person Specification

	Lead Practitioner English - CRITERIA	Essential / Desirable
Work related circumstances – professional values and practices of the Bishop Fraser Trust	High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements	E
	Ability to build and maintain successful relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners	E
	Commitment to the Trust's Christian ethos and educational purpose, demonstrating and promoting the positive values, attitudes and behaviour they expect from the students with whom they work	E
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people and support the Trust's agenda for safeguarding	E
	Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice	E
	Able to liaise sensitively and effectively with parents and carers recognising their role in student learning	E
	Able to improve their own practice through observations, evaluations and discussion with colleagues.	E
	Flexible with an ability to be able to embrace and generate change	E
Personal Qualities	Proven recognition of leadership potential	E
	Strongly self-motivated with personal resilience, persistence and perseverance.	E
	Exceptional levels of personal integrity, discretion, honesty, reliability and self-awareness	E
	Presence, dynamism, good sense of humour and approachability	E
	Strong intellect underpinned by a clear moral compass, instinct and intuition	E
	Conscientious and diligent work ethic	E
	High standard of professional personal presentation with an excellent attendance and time-keeping record	E
	Patience, kindness and understanding	E
Role Specific Professional Dispositions	Evidence that the candidate perceives that the role of the teacher is to provide effectively for all of their learners through identifying individual needs and providing appropriate teaching	E
	As a tutor, the ability to guide students' academic, personal and professional development, in accordance with the Trust's guidelines and procedures	E
	The ability to analyse the strengths and weaknesses of lessons, lesson plans, student feedback and resources so as to best help the teacher	E
	The ability to work within a team and hold staff to account	E
	The ability to effectively direct the work of non-teaching staff allocated to support the learning of students in the classroom	E
Qualifications	Honours degree	E
	Qualified Teacher Status or equivalent in specialist area	E
	Lead Practitioner accreditation	D

	Lead Practitioner English - CRITERIA	Essential / Desirable
	Evidence of learning beyond the workplace	E
Experience	Track record of outstanding learning and teaching results in English across KS3 & KS4	E
	Outstanding teaching practice	E
	Experience of implementing a range of strategies to raise student achievement, with evidence of success across the whole ability range	E
	Partnership working and collaboration within a school context.	E
	Experience of lesson observations and giving robust feedback	E
	Experience of high quality student tracking and feedback practices	E
	To have an innovative approach to teaching and learning and the ability to share expertise and improve the practice of other colleagues	E
	To be registered with an external exam board as a marker of examinations	D
	To have delivered INSET to teaching staff	E
	Engagement with other organisations to enrich students' experiences	E
	Experience of successfully teaching students with challenging behaviour and of utilising excellent behaviour management skills	E
	Experience of teaching A level English	D
Curriculum	Clear evidence of research and current knowledge and views in subject and curriculum development	E
	A thorough knowledge of curricula, specifications and assessment criteria	E
	Ability to plan for progression and implement developments effectively	E
	Ability to review, evaluate and implement schemes of work and syllabus	E
	Understanding of the importance of links with KS2	E
	An excellent working knowledge of assessment for learning processes and practices	E
Knowledge & skills	A good understanding of external examination requirements	E
	Excellent levels of literacy	E
	Ability to understand and interpret complex information to identify appropriate intervention and maximise student progress	E
	Understand how to plan lessons with challenging learning objectives and outcomes	E
	Ability to work autonomously, prioritise conflicting demands and thrive under pressure.	E
	Strategies for working with staff and delivering robust feedback and holding staff to account	E
	The ability to analyse issues and identify solutions	E
	Ability to use data to analyse performance and plan interventions to achieve desired outcomes.	E
	Can demonstrate high standards of classroom management and strategies to maintain good behaviour and pace	E
	Ability to use new technology and appropriate software to enhance learning	E
	Ability to plan, organise and prioritise effectively	E
Communication skills	Confident communicator, communicating effectively and concisely both in written and verbal form to a variety of audiences	E
	Ability to conduct difficult conversations in supporting and challenging underperformance of colleagues	E