

## Person Specification: 2 i/c of English

	Essential	Desirable
<b>Qualifications</b>	Qualified Teacher status.	Evidence of continuous INSET with particular reference to improvements in teaching and learning English in general
<b>Experience</b>	<p>The 2 i/c of English should have experience of:</p> <ul style="list-style-type: none"> <li>- Teaching across all key stages in English to GCSE and A Level</li> <li>- Departmental responsibility or other post holder position within an English department</li> <li>- Proven track record of outstanding practice in the classroom and outcomes for young people</li> <li>- Setting targets, monitoring progress and interventions and evaluating their impact</li> <li>- Working with colleagues in teams or across a school</li> <li>- Leading a team of teachers on an initiative</li> <li>- Training other teachers</li> <li>- Working alongside other teachers in the development of learning</li> <li>- Continuing professional development</li> <li>- Holding colleagues to account to tackle underperformance</li> <li>- Being able to support the Catholic ethos of the Academy</li> </ul>	
<b>Knowledge and Understanding</b>	<p>The 2 i/c of English should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>- Curriculum and pedagogical issues related to student achievement, performance and the development of thinking skills</li> <li>- The importance of building and sustaining teams</li> <li>- Strategies for intervening with students who are at risk of underachieving as well as those who need further academic stretch</li> <li>- Behaviour management techniques for groups and individuals</li> <li>- National curriculum changes that could impact on students at all key stages</li> <li>- All health and safety rules related to the safe teaching of English</li> </ul>	
<b>Skills</b>	<p>The 2 i/c of English will be able to:</p> <ul style="list-style-type: none"> <li>- Be an excellent classroom practitioner</li> <li>- Have good data analysis skills with the ability to synthesise the information in reports and for departmental intervention action</li> <li>- Have good communication skills, both written and oral</li> <li>- Have good presentation skills with the ability to enthuse and motivate others</li> <li>- Have good organisation skills</li> </ul>	<p>Confident in the use of information and communication technology.</p> <p>Good influencing and negotiation skills.</p>
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>- Willingness to share expertise, skills and knowledge</li> <li>- Sensitivity to the aspirations, needs and self esteem of others</li> <li>- Commitment to team working</li> <li>- Willingness to address challenging issues with clarity of purpose and diplomacy</li> </ul>	