**PERSON SPECIFICATION – Head of Department (English)**

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|  |  | **Essential** | **Desirable** | **A/C/I/R?** |
| **Qualifications** | Degree or equivalent in an appropriate subject  | \* |  | A/C |
| Qualified Teacher Status by start date  | \* |  | A/C |
| Further higher qualifications  |  | \* | A/C |
| **Experience and Leadership** | Teaching or teaching practice across a range of age and ability | \* |  | A/I/R |
| Use of a variety of teaching styles and approaches | \* |  | A/I |
| The awareness of the assessment, recording and reporting of student’s attainment and its use to further student’s learning |  | \* | A/I |
| Experience of reflecting on and improving teaching practice to increase student achievement |  | \* | A/I |
| Experience of managing, motivating and developing staff | \* |  | A/I |
| **Knowledge** | Up to date knowledge in the curriculum area |  | \* | A/I/R |
| Understanding of the strategies needed to establish consistently high aspirations and rates of progress | \* |  | A/I |
| A knowledge of the Teaching Standards | \* |  | A/I |
| Knowledge of strategies that promote a positive climate for learning | \* |  | A/I |
| To make use of ICT as a tool for teaching and learning | \* |  | A/I |
| **Skills and Abilities** | Excellent classroom teacher, or has the capacity to become one | \* |  | A/I/R |
| The ability to deliver engaging and motivating lessons to students across both Key Stages | \* |  | A/I |
| Ability to develop appropriate learning resources and to contribute to the departments Schemes of Work | \* |  | A/I |
| Effective and systematic behaviour management | \* |  | A/I |
| Strategic thinker who tailors lessons to student needs | \* |  | A/I |
| Understands and interprets complex data to drive student attainment |  | \* | A/I |
| Genuine passion and a belief in the potential of every student  | \* |  | A/I |
| Promote positive relationships in order to fulfil the potential of every student  | \* |  | A/I/R |
| Good communication, planning and organisational skills | \* |  | A/I |
| To work as a team supporting department members in developing and sharing good practice | \* |  | A/I |
| **Personal Attributes** | Enthusiasm, energy, flair and imagination | \* |  | A/I |
| Demonstrates resilience, motivation and commitment to driving up standards of achievement | \* |  | A/I |
| Willingness to be involved in the full life of the school including extra-curricular activities | \* |  | A/I |
| Commitment to raising the aspirations of students | \* |  | A/I |
| Ambitious – a commitment to regular and on-going professional development and training to establish outstanding classroom practice | \* |  | A/I |
| Good health and attendance record | \* |  | R |
| Commitment to equality of opportunity and the safeguarding and welfare of all students | \* |  | A/I/R |

The post holder will require an enhanced DBS check if offered the position. (Red House Academy will arrange).

A – Application form

C – Certificates

I – Interview

R – Reference