



Person Specification Lead in English

| | Essential | Desirable |
|---|-----------|-----------|
| Education/Qualifications: | | |
| Relevant degree, ideally 2:1 or higher | ✓ | |
| Qualified teacher status or equivalent | ✓ | |
| Knowledge, skills and understanding | | |
| Ability to build, lead and motivate a dedicated team | ✓ | |
| Ability to contribute to the development, communication and implementation of a shared vision and values | ✓ | |
| Ability to work collaboratively as part of the Wider Leadership Team | ✓ | |
| Ability to clearly set, monitor and achieve challenging targets | ✓ | |
| Clear understanding of the principles of effective teaching and learning | ✓ | |
| Current knowledge of local and national subject developments | ✓ | |
| Leadership experience | | |
| Resilience and motivation to lead the department through day-to-day challenges whilst maintaining a clear strategic vision and direction | ✓ | |
| Experience of setting, monitoring and reviewing standards at subject level | ✓ | |
| Strong organisational skills and the ability to delegate to others and hold them to account for outcomes | ✓ | |
| Commitment to continuous professional development for all staff to support their development and improve outcomes | ✓ | |
| Teaching and Learning | | |
| Outstanding learning secured for students through outstanding teaching and a calm, orderly environment | ✓ | |
| Proven record of excellent examination results | ✓ | |
| Personal and Interpersonal Qualities: | | |
| Excellent oral and written communication skills | ✓ | |
| Good listening skills and personal empathy for students and staff | ✓ | |
| High levels of initiative and self-motivation | ✓ | |
| Ability to multi-task, work under pressure and organise the work of self and others in order to meet deadlines | ✓ | |
| Able to demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people and raising standards | ✓ | |

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| Equal Opportunities | | |
| A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity | ✓ | |
| Safeguarding | | |
| A thorough understanding of the school's statutory responsibilities regarding safeguarding and a deep commitment to the safeguarding and wellbeing of all students | ✓ | |