

***A community of inspiration, excellence and opportunities for all to grow***

**PERSON SPECIFICATION  
 Head of English**

	Essential	Desirable	How Assessed
<b>Qualifications:</b>			
Good honours degree(s) in the relevant subject	✓		Application form
Qualified Teaching Status	✓		Application form
<b>Professional Experience:</b>			
Proven record of excellent teaching at KS3 and KS4	✓		Application form; at interview and reference
Evidence of continuing professional development	✓		Application form; at interview and reference
Knowledge and understanding of current educational and curricular developments	✓		Application form; at interview and reference
Understanding of the needs of young people	✓		Application form; at interview and reference
High standards of classroom management	✓		Application form; at interview and reference
Experience of leadership		✓	Application form; at interview and reference
Involvement in planning for school improvement, self-evaluation, monitoring and review		✓	Application form; at interview and reference
Experience of planning and participating in educational visits		✓	Application form; at interview and reference
Experience of analysing student progress data to identify priorities and plan for improvement		✓	Application form; at interview and reference
<b>Knowledge and Skills:</b>			
Excellent subject knowledge and skills	✓		Application form; at interview and reference
Clear vision, strong motivation and an innovative approach	✓		Application form; at interview and reference
The ability to lead, to inspire, and to think creatively	✓		Application form; at interview and reference
The skills to analyse and interpret data effectively	✓		Application form; at interview and reference
Awareness of child protection issues, SEN practices and DDA requirements	✓		Application form; at interview and reference
Knowledge and effective use of ICT in teaching and learning	✓		Application form; at interview and reference
Knowledge and effective use of ICT for administrative purposes	✓		Application form; at interview and reference
Ability to track student progress	✓		Application form; at interview and reference
Ability to manage change		✓	Application form; at interview and reference
Effective communication skills and the confidence to deal with staff, students, parents and governors	✓		Application form; at interview and reference
Ability to meet deadlines	✓		Application form; at interview and reference
Commitment to a 'team' ethos	✓		Application form; at interview and reference

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<b>Personal Qualities:</b>			
A passion for teaching children	✓		At interview and reference
Ability to demonstrate sound balanced judgement with decisiveness, flexibility and empathy	✓		At interview and reference
Belief in sustaining the highest academic standards and excellence	✓		At interview and reference
Professional integrity and honesty	✓		Application form; at interview and reference
Ability to delegate effectively and appropriately	✓		At interview and reference
Commitment to equal opportunities and the equal value of all members of the school community	✓		At interview and reference
A healthy attitude to personal development and work-home balance	✓		At interview and reference

<b>Professional Development:</b>			
A record of continuous professional development that includes training in leadership and management		✓	Application form; at interview and reference
Experience of supporting, training and helping to co-ordinate the professional development of colleagues		✓	Application form; at interview and reference