

Person Specification

POST TITLE: Head of English

	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Degree in a relevant subject • PGCE or equivalent • Qualified teacher status (QTS) or ability to work in secondary schools under the Wolf review recommendations.(QTLS) 	<ul style="list-style-type: none"> • Recent CPD in subject related issues. • A relevant professionally recognised leadership qualification (e.g. NCTL LFTM, NPQML, Leadership Pathways, NPQSL) 	<ul style="list-style-type: none"> • Application • Application
Experience	<ul style="list-style-type: none"> • Ability to demonstrate sustained/ improved results • Ability to share their experience to sustain a curriculum which is sensitive to the needs of all children • Ability to implement strategies which achieve high standards in a curriculum area • Ability to analyse and use data to identify strengths and areas of under-performance • Experience of the National Curriculum for Key Stages 3 and 4 • Experience of using data to develop departmental improvement strategies 	<ul style="list-style-type: none"> • Involvement in whole school development & improvement 	<ul style="list-style-type: none"> • Application • Letter • Interview • References
Ability/Skills	<ul style="list-style-type: none"> • Excellent ICT skills • Able to lead, manage and mentor a team • To have substantial knowledge and understanding of current educational issues • To have substantial knowledge of current teaching pedagogy • Able to develop and monitor school policy across faculties/departments • Able to communicate effectively • Able to liaise with, motivate and inspire pupils and a range of staff across faculties/departments and liaise with external agencies • Able to ensure Numeracy and Literacy are integral to students' learning. • Able to understand, interpret and effectively apply data to all aspects of school life and departmental leadership 	<ul style="list-style-type: none"> • An understanding of issues relating to whole school improvement 	<ul style="list-style-type: none"> • Application • Letter • Interview • References



Equal Opportunities	<ul style="list-style-type: none"> • Commitment to equal opportunities • Ability to promote and support the school's Equality and Diversity Policy 		
Disposition	<ul style="list-style-type: none"> • Ability to work under pressure with competing deadlines, prioritising appropriately and maintaining good humour • Be able to receive and act on feedback • To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal • To believe in the importance of team work and a collaborative approach and be able to build supportive working relationships with colleagues both within and outside the department • Evidence of commitment to and understanding of collective responsibility • Have an excellent attendance record • Commitment to safeguarding and promoting the welfare of children and young people 		