

Cuckoo Hall Academy

Person Specification: Curriculum Middle Leader- English



	Essential	Evidence
Qualifications	Qualified Teacher status Satisfactory enhanced CRB Valid work visa Evidence of commitment to further professional development	Application Form, certificates and Police checks
Experience	Experience and consistent successful track record of: <ul style="list-style-type: none"> Consistently good/outstanding teaching and learning observations and work scrutiny feedback Involvement in work related to raising levels of achievement Leading the development of a curriculum area or school initiatives Some experience of managing/leading colleagues 	Application Form, Task, References and Interview
Knowledge and understanding	Should have knowledge and a clear understanding of: <ol style="list-style-type: none"> Assessment <ul style="list-style-type: none"> Assessment for Learning Formative and Summative assessments National attainment expectations at the end of each key stage Progress measures Using assessment information to raise standards Teaching and Learning <ul style="list-style-type: none"> High expectations of all learners Establishing positive, supportive relationships with children A wide range of teaching & learning strategies and methods A clear understanding of what good and outstanding teaching and learning looks like A stimulating and purposeful learning environment appropriate for the needs of the child Evidence of good pupil achievement and well-being Outstanding planning, marking and feedback Curriculum <ul style="list-style-type: none"> A sound grasp of the national curriculum Excellent subject knowledge within the English curriculum The importance of a broad and balanced curriculum Awareness of effective sequencing and progression of knowledge and skills Child initiated and independent learning The importance of developing learning and life skills 	Application Form, Interview, lesson Observation and references

Skills & Abilities	<ul style="list-style-type: none"> • Highest level of professional conduct • Proven ability to establish and maintain collaborative working with a wide range of other professionals, as part of the delivery of multi-agency support services • Effective communication skills (both orally and in writing) • Maintain good personal relationships within a team • Engage and communicate with a variety of stakeholders: parents, professionals, team members, children • Proven ability to prioritise and organise • Ability to demonstrate impact within their current role • Desire to lead others and share good practice • Skills to lead on an area of the curriculum • Proven ability to appreciate new technology and understand its usefulness within an educational environment • Understand and adhere to school policy • Plan effective learning opportunities that are grounded in sound assessment • Track pupils' achievement and ensure that children make progress within every lesson 	Application form, interview, task and references
Personal characteristics	<ul style="list-style-type: none"> • Honesty and integrity • Determined and resilient • Positive and enthusiastic • Organised • Resourceful 	Interview & lesson Observation, task and references
Commitment to and awareness of Equal opportunities issues	<ul style="list-style-type: none"> • Proven ability to demonstrate awareness of the principles of and commitment to the promotion of equality of access and opportunity for children, to overcoming obstacles/barriers to this and to review practices which are counter to it 	Application Form, interview, lesson observation and references
Commitment to and the promotion of Health & Safety at work	<ul style="list-style-type: none"> • Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment for pupils • Proven ability to develop strategies for risk assessment and to evaluate risk to oneself and to others and to take appropriate action 	Application Form, interview, lesson observation and references

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.

If you are shortlisted, any relevant issues concerning safeguarding children arising from your references will be discussed with you at interview.