PERSON SPECIFICATION – **Curriculum Leader for English**

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in a diverse classroom This person specification is related to the requirements of the post as determined by the job description. Below are listed some of the essential qualities needed in this post. Candidates should ensure that each section is covered with good supporting evidence. There is no need to refer to each specific bullet point.

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| **Training & Qualifications**  * Hold an appropriate degree level qualification in English and a recognised secondary age range teaching qualification
* Qualified Teacher Status
* Evidence of continuing and recent professional development relevant to the post

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| **Knowledge and understanding** * Insight and understanding of the importance of an engaging, relevant and creative English curriculum that inspires and motivates learners to make progress and achieve high standards.
* The knowledge and understanding of current theory and best practice in learning and teaching.
* Understanding of a diverse range of teaching and learning styles and techniques.
* Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.
* Good understanding of effective procedures for managing and promoting positive behaviour among pupils.
* Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.
* Clear understanding of data analysis and the important impact this can have on achievement and attainment.
* The ability to support pupils/respond to parents through fluent and accurately spoken English

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| **Experience**  * Experience of outstanding subject teaching.
* Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading INSET and CPD.
* Experience of carrying out appraisal of teaching and support staff
* Proven record of raising standards for all pupils.
* Experience of promoting highly effective communications within and between teams and other stakeholders in the school community.
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| **Characteristics and Competencies**  * Ability and willingness to promote the school’s aims and the positive culture and ethos.
* Ability to implement and lead initiatives and support colleagues to raise standards through effective CPD and increased subject knowledge and skills.
* Ability to develop good personal relationships within a team; making an effective contribution to high morale.
* Ability to establish and develop close relationships with parents, governors and the community.
* Ability to communicate effectively (both orally and in writing) to a variety of audiences.
* Ability to create a happy, challenging and effective learning environment
* Boundless enthusiasm, determination and drive to inspire others to achieve high standards
* An appetite and stamina for challenging work
* A solution-focussed mind-set and determined
* A “no-excuses” approach to raising standards
* A personable nature to build effective relationships with parents and all members of the school community
* A lively, creative and good-humoured approach to all aspects of teaching, management and leadership
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