



The Ripley Academy
Person Specification for Deputy Head of English

	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Good Honours Degree • Leadership or Management training • Further subject-based training • Qualified Teacher Status 		<ul style="list-style-type: none"> • Relevant certificates
Experience	<ul style="list-style-type: none"> • Successful teaching at Key Stage 3, 4 & 5 • Experience of leading effective work with Teaching staff • Ability to lead, coach and mentor staff • Good knowledge of recent curriculum changes 	<ul style="list-style-type: none"> • Effective management of change 	<ul style="list-style-type: none"> • Application • Interview
Educational philosophy	<p>Candidates must demonstrate a commitment to:</p> <ul style="list-style-type: none"> • Providing good pastoral care of students • Comprehensive education • The concept of lifelong learning • A school culture sensitive to ethical values and celebration of the achievements of all • Personal CPD and that of other staff members 	<ul style="list-style-type: none"> • A breadth of interest beyond the school curriculum 	<ul style="list-style-type: none"> • Application • Interview
Knowledge, skills, abilities	<p>Candidates must demonstrate;</p> <ul style="list-style-type: none"> • The ability to lead strategically to impact on school improvements • Excellent classroom teaching • Experience in using ICT to support learning both in and out of the classroom • Proven track record of positive exam outcomes 	<ul style="list-style-type: none"> • Knowledge, experience and skills, which will broaden the range of teaching already offered within the department 	<ul style="list-style-type: none"> • Application • Lesson observation • Interview
Personal qualities	<ul style="list-style-type: none"> • Organisational, interpersonal and presentational skills • Excellent punctuality • Resilience 	<ul style="list-style-type: none"> • Leadership skills 	<ul style="list-style-type: none"> • Interview