



Person Specification

JOB TITLE:	Director of Learning English
DATE:	November 2023
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. BA degree in the subject area (or related to the subject area)	E	✓			✓
3. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs	E		✓	✓	
4. Good knowledge of strategies designed to raise attainment and standards	D	✓			✓
5. Good knowledge of strategies designed to increase pupils' motivation to learn	E	✓	✓	✓	
6. Good knowledge of personalised learning practice	E	✓	✓	✓	
7. Good understanding of departmental self-evaluation and effective action planning	E	✓	✓	✓	
8. Ability to teach English from Key Stage 3-4	E	✓	✓	✓	
9. Knowledge of appropriate curriculum alternatives	D	✓		✓	

Experience					
10. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes.	E	✓		✓	
11. Experience of teaching in the secondary sector and a proven track record of ensuring pupils progress and achieve	E	✓		✓	
12. Experience of leading a team	E	✓		✓	
13. Proven experience of working with groups of teachers to raise pupil attainment levels	D	✓		✓	
14. Experience of leading on intervention initiatives	E	✓		✓	
15. Experience of maintaining high standards of behaviour	E	✓		✓	
16. Experience of developing curriculum initiatives across school	D	✓			
17. Experience of building effective collaborations	D	✓			
18. Experience of writing SEFs	D	✓			
19. Proven experience of successfully managing change	D	✓			
20. Experience of accurately analysing quantitative and qualitative data to evaluate performance against targets and identify priorities and actions	E	✓			✓
Skills and competencies					
21. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining 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	E	✓		✓	
22. Ability to deliver outstanding teaching	E		✓	✓	
23. Ability to communicate effectively with all stakeholders	E		✓	✓	
24. Ability to establish mutual trust and respect with colleagues, pupils, parents, governors and the wider community	E			✓	

25. Ability to support and develop a clear vision	E		✓	✓	
26. Excellent inter-personal skills	E			✓	
27. Ability to motivate and develop both pupils and staff	E	✓		✓	
28. Excellent verbal and written communication skills	E	✓	✓	✓	

Other					
29. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓			✓
30. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
31. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓	✓	✓	