

English Lead: Person Specification

The candidates are required to address the selection criteria in their letter of application.

Candidates must show **evidence** of the following criteria, which will be used as part of the selection procedure:

	Essential
Qualifications & Professional Development	<ul style="list-style-type: none"> • A Degree or relevant professional qualification • Qualified teacher status • INSET, action research, personal study etc. relating to school leadership and management, and curriculum / teaching and learning • Ability to identify own learning needs • Enjoy challenge
	Desirable <ul style="list-style-type: none"> • Evidence of on-going professional development and research • Perform efficiently in all aspects of classroom practice • Experience of leading/coordinating professional development opportunities • Postgraduate level qualification
Experience	Essential
	<ul style="list-style-type: none"> • Evidence of consistently good to outstanding teaching • Successful experience of whole class teaching in an inner city primary school • Teaching experience across different age ranges • Experience of successfully managing a curriculum subject or a phase.
	Desirable
	<ul style="list-style-type: none"> • Recent experience in a school with a majority of EAL Learners • Awareness of the expectations of working within culturally diverse communities
Knowledge & Understanding	Essential
	<ul style="list-style-type: none"> • Detailed knowledge of the National Curriculum requirements • Knowledge of how to monitor, assess and record evidence of children's learning • Have a working knowledge of teachers' professional standards, duties and legal responsibilities • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils including the use of digital technology • Secure knowledge of statutory requirements relating to the Primary National Curriculum
	Desirable <ul style="list-style-type: none"> • Knowledge and understanding of teaching children who have special educational needs and of children who are learning English as an additional language • Understanding of Equal Opportunities implications for teaching and learning • Successful experience in creating an effective learning environment and developing successful behaviour management • Have good knowledge experience of using digital technology to enhance learning
Leading and Managing Staff	Essential
	<ul style="list-style-type: none"> • Understanding of budget planning and resource deployment • Experience of leading staff teams
	Desirable

	<ul style="list-style-type: none"> • Experience of working with governors to enable them to fulfil whole-school responsibilities
Accountability	Essential
	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences — e.g. staff, pupils, parents and governors
	Desirable
	<ul style="list-style-type: none"> • Leading sessions to inform parents • Experience of offering challenge and support to improve performance • Ability to provide clear information and advice to staff and governors • Secure understanding of strategies for performance management
Skills & Abilities	Essential
	<ul style="list-style-type: none"> • Ability to plan and teach the curriculum taking account of children's different needs and assessment for learning • Ability to use effective behaviour management strategies • Ability to work effectively as a team member and to make a contribution to the overall development of the school • Ability to work on own initiative and meet agreed deadlines • Ability to follow agreed school policies and procedures • Ability to communicate effectively with pupils, staff, parents and the wider community
Commitment	Essential
	<ul style="list-style-type: none"> • Commitment to high standards for all pupils • Commitment to implementing the school's safeguarding and equality of opportunity policies both in the curriculum and the school organisation • Commitment to shared responsibility for health and safety in the workplace