

**PERSON SPECIFICATION – ENGLISH SUBJECT LEADER**

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|  | **Essential**  | **Desirable**  | **Evidence** |
| **Qualifications**  |   |
| Good, relevant first degree or equivalent academic qualification |  |  | AP & CT |
| Qualified Teacher status  |  |  | AP & CT |
| **Experience**   |
| Successful middle management in a secondary school |  |  | AP IN & RF |
| Proven track record of good / outstanding teaching and excellent outcomes in English |  |  | AP IN & RF |
| Development of good working relationships with parents and carers, and other stakeholders |  |  | AP IN & RF |
| Ability to use IT effectively. |  |  | IN & RF |
| High quality teaching to students of all abilities; and across Key Stages 3-5  |  |  | AP OB & RF |
| Excellent skills in managing student behaviour positively |  |  | AP OB & RF |
| Experience as a form tutor and or/ pastoral work  |  |  | AP & IN |
| Willingness to support Extra Curricular Activities |  |  | AP & IN |
| The leading of prayer and/or reflection |  |  | IN |
| **Skills**  |
| Excellent communication and organisational skills  |  |  | AP IN & RF |
| The ability to motivate and inspire staff and students alike |  |  | AP IN & RF |
| Ability to work effectively under pressure while maintaining a positive, professional attitude  |  |  | IN |
| Ability to organise and prioritise workload and work on own initiative  |  |  | IN |
| Excellent interpersonal skills and the ability to work collaboratively  |  |  | AP IN & RF |
| Ability to build and lead a team of professional people, with their growth and development as professionals at the heart of your leadership |  |  | AP IN & RF |
| Ability to manage the expectations of others, and any situations of conflict  |  |  | AP, IN |
| Commitment to personal professional development  |  |  | IN |
| **Knowledge and Understanding**   |
| The latest curriculum developments in English across Key Stages 3 - 5 |  |  | AP/IN |
| How to engage students in learning; creating curious and independent learners |  |  | OB & IN |
| Developing differentiated schemes of learning, that prepare students effectively for linear examinations |  |  | AP & IN |
| Understanding of effective progress monitoring and intervention strategies  |  |  | IN |
| Effective strategies for supporting staff to improve teaching and learning |  |  | IN |
| Safeguarding requirements, processes and strategies |  |  | IN |
| AP = Application, IN = Interview, CT = Certificates, OB = Observation and RF = References |