



## Person Specification

### with Responsibility for English

Skills and experience	Essential / Desirable
<b>Qualifications and Professional Development</b>	
<ul style="list-style-type: none"> <li>• Qualified Teacher status.</li> <li>• Evidence of continuing professional development especially relating to school leadership and management, curriculum, and teaching and learning</li> <li>• Successful leadership experience</li> <li>• Experience of working with other schools, organisations or agencies</li> </ul>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>
<b>Experience</b>	
<ul style="list-style-type: none"> <li>• Successful experience in a leadership role</li> <li>• Experience of leading one or more subject areas</li> <li>• Experience of working with children with AEN and/or EAL</li> <li>• Experience of working alongside other teachers in the development of teaching and learning</li> <li>• Experience of setting targets and monitoring, evaluating and recording progress</li> <li>• Experience of leading a team of teachers on a curriculum initiative</li> <li>• Experience of training other teachers</li> </ul>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>
<b>Knowledge and understanding</b>	
<ul style="list-style-type: none"> <li>• A secure understanding of the requirements of the National Curriculum and inclusion</li> <li>• An understanding of the factors promoting effective transfer of learners from one phase of education to the next</li> <li>• A thorough knowledge and understanding of the principles behind school improvement including, school improvement planning, monitoring, review and evaluation of progress</li> <li>• A knowledge of the role The Governing Body</li> </ul>	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p>

Skills	
<ul style="list-style-type: none"> <li>• Ability to support, develop and maintain good practice across the teaching team through the modelling of good practice and coaching</li> <li>• Ability to effectively interpret and analyse data with regard to attainment and progress identifying areas for development and strategically planning for improvement</li> <li>• Excellent written and verbal communication for a variety of audiences, including children, parents, staff, governors and other professionals</li> <li>• Good presentation skills with the ability to enthuse and motivate others</li> <li>• Confident in the use of information and communication technology for administrative tasks and curriculum use</li> <li>• Ability to work effectively as part of the school leadership team</li> <li>• Ability to maintain good order and discipline and to share in the corporate responsibility for all pupils, whether on the school premises or during authorised activities elsewhere.</li> <li>• Good influencing and negotiation skills</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
Personal characteristics	
<ul style="list-style-type: none"> <li>• Ability to think strategically, creatively and to prioritise</li> <li>• Willingness to share expertise, skills and knowledge</li> <li>• Sensitive to the aspirations, needs and self esteem of others</li> <li>• Committed to team working</li> <li>• Resilience, the ability to work under pressure and be able to meet deadlines</li> <li>• Willingness to address challenging issues with clarity of purpose and diplomacy</li> <li>• Committed to equal opportunities and its practical application across the full range of the school's activities</li> <li>• Committed to safeguarding and promoting the welfare of children and expecting all staff to share this commitment</li> <li>• Flexible and approachable with a good sense of humour</li> <li>• A solution focussed mindset and determined 'no excuses' approach to raising standards</li> <li>• Loyalty and ability to respect confidentiality</li> <li>• Preparedness to attend national and regional venues for meetings and training sessions</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>