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| **Head of English Person Specification** | | |
|  | **Essential** | **Desirable** |
| **Professional qualifications** | * Is a qualified teacher with qualified teacher status * Evidence of relevant CPD | * Experience in a Special School Setting * Experience of Senior Leadership in a school |
| **Shaping the future** | * Has a clear philosophy for the education of young people * Possesses leadership and management skills and the personal qualities to build strong relationships with all stakeholders * Inspires confidence and trust, is approachable, shows integrity and care for others   **Can demonstrate experience of:**   * Thinking strategically * Leading and bringing about effective school improvement * Implementing and managing change | * Experience of building and communicating a coherent, compelling vision at a departmental level |
| **Leading English** | * Has strength of subject knowledge and expertise to be able to develop an excellent curriculum at KS3/4/5 for English * Has knowledge and expertise in effective assessment and tracking of all key skills in English * Has knowledge and expertise in leading literacy development for groups of students and across the school   **Can demonstrate experience of:**   * Focusing on pupil’s achievement using data and benchmarking to monitor progress for every child * Monitoring, evaluating and improving teaching and learning | * Experience of teaching and learning strategies appropriate for special school setting * Ability and flexibility to offer teaching across other subjects and to contribute to whole school off timetable days |
| **Leadership** | * Can act as a role model and mentor to support the development of the most effective teaching and learning strategies * Has knowledge and experience of whole school quality assurance processes and systems * Can communicate well and explain ideas clearly * Has an understanding of the role progress data plays in school planning and the ability to develop the school use of data   **Can demonstrate experience of:**   * Leading staff development and CPD on areas of expertise | * Previous experience of working with student progress data * Previous experience of development of whole school assessment and feedback procedures * Previous experience of overseeing external examination processes within subject or across school |
| **Strengthening the community** | * Able to articulate core values of the school within the community * Able to set up an appropriate work/life balance and model it to staff   **Can demonstrate experience of:**   * Working effectively with parents * Building effective relationships with the community and other schools | * Experience of special school wider community outreach |