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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
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| **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
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| **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
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| **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
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| **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
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