

Person Specification

Head of English as an Additional Language (EAL)

Criteria	Qualities
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status and/or relevant experience • Degree in appropriate subject area • Evidence of engagement in sustained professional development
Experience	<ul style="list-style-type: none"> • Minimum three years' teaching experience • Previous experience or knowledge of working with pupils for whom English is not their first language • Previous experience or knowledge of working with pupils with additional needs • Familiarity with KS3-KS4 National Curriculum requirements • Relevant experience of successfully supporting English language development in a mainstream setting • To be able to articulate a clear vision for learning • Track record for successfully improving the performance of other adults. • Evidence of inclusive practise • Evidence of a substantial contribution to extra-curricular activities, pertaining to creating well rounded students
Skills and knowledge	<ul style="list-style-type: none"> • Understanding of high-quality teaching and the ability to support others to improve. • Ability to inspire, motivate and influence others. • Ability to communicate clearly and effectively, responding positively and creatively to the changing expectations of learning. • Understanding of the principles of effective CPD. • Ability to work under pressure and prioritise effectively

Personal qualities	<ul style="list-style-type: none"> • Have the ability and willingness to inspire others by leading by example • Be flexible and capable of managing change and instilling high standards • Be highly motivated, ambitious and collaborative and willing to take the initiative • Have high levels of honesty and integrity in aspects of their role • Demonstrate empathy, humility and genuine care about staff and pupils, taking time to support, guide and motivate them • Be able to think strategically and drive improvements in pupil welfare and their wider learning experiences • Have excellent organisational, communication and interpersonal skills • To have high expectations of yourself and our students. • Committed to getting the best outcomes for all pupils and improving their life chances. • Committed to promoting the ethos and values of the school. • Commitment to maintaining confidentiality at all times. • Commitment to safeguarding and equality.
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