

ASCENT ACADEMIES TRUST – Hope Wood Academy
PERSON SPECIFICATION – Head of Secondary English

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS)	Application Certificate	D1	Further qualification post-graduate in special education/ASD	Application Certificate
Experience & Knowledge	E2	Have strong, up-to-date subject knowledge in Secondary SEND English (communication, reading & writing) including experience of accreditation from Entry 1 to Level 2	Application Reference Interview	D2	Trained in use of PECS	Application Reference Interview
	E3	Record of good to outstanding T&L over time	Application Reference	D3	Trained in the use of TEACCH	Application Reference Interview
	E4	Experience of teaching in a secondary special education setting	Application Interview	D4	Trained in de-escalation techniques (EG: Team Teach, Emotion Coaching, Zones of Regulation)	Application Reference Interview
	E5	Experience of applying strategies and approaches to teaching age appropriate reading and phonics to pupils with a wide range of SEN including use of intervention strategies	Application Interview	D5	Experience of delivering accreditation based vocational courses (EG: Performing arts)	Application Reference Interview
	E6	Experience of applying strategies and approaches to teaching age appropriate writing in to pupils with a wide range of SEN including use of intervention strategies	Application Interview	D6	Experience of delivering staff training and monitoring and implementing whole school reading and phonics programmes	Application Reference Interview
	E7	Experience of applying strategies and approaches to age appropriate development of communication including speech and language in to pupils with a wide range of SEN including use of intervention strategies	Application Interview	D7	Confidence and ability to work across the Trust as appropriate.	Application Reference Interview
	E8	Experience of involvement in transition between main stream settings and SEND settings	Application Interview			

	E9	Experience in writing and reviewing EHCPs.	Application Interview			
	E10	Experience of leading a team of other staff teaching English including holding self and others to account.	Application Interview			
Skills	E11	Ability to teach English confidently and competently to a range of different abilities and different SEND needs	Application Reference Interview			
	E12	Strong communication skills and the ability to influence and motivate others	Application Reference Interview			
	E13	Ability to engage multi-agency professionals to enhance communication development	Application Reference Interview			
	E14	Be able to manage time and workload efficiently, prioritising well	Application Reference Interview			
	E15	Have sound organisational & leadership skills, and be able to problem solve and work on your own initiative.	Application Reference Interview			
	E16	Trained in delivery of phonics	Application Reference Interview			

	E17	Be keen to develop your own practice, be innovative and flexible, and share your excellent practice with others.	Application Reference Interview			
Personal Attributes	E18	A commitment to further training and self-improvement	Application Interview			
	E19	Ability to work flexibly to meet the demands of the post	Application Interview			
	E20	Suitable to work with young people/vulnerable adults	Application Disclosure			