

Person Specification

Qualifications & Experience	Essential	Desirable
Qualified teacher status	X	
A degree or equivalent	X	
Experience of departmental leadership		X
A commitment to and evidence of professional development	X	
A track-record of improving the outcomes of for students	X	
Experience of leading successful extra-curricular trips and visits		X

Skills and Competencies	Essential	Desirable
A record of excellent classroom practice	X	
An understanding of effective pedagogy	X	
A good understanding of using both support and professional challenge to improve performance		X
Ability to liaise effectively with a range of stakeholders	X	
Ability to demonstrate good organisational skills	X	
Ability to analyse and present data and information coherently		X
Exceptional oral and written skills	X	

Additional Factors	Essential	Desirable
Personal impact, presence and integrity	X	
Enthusiasm and passion for English	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
A commitment to engaging with evidence and research to inform practice	X	
An enthusiasm to offer extra-curricular opportunities as appropriate	X	
A positive and optimistic outlook	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	
Commitment to equal opportunity	X	