

TORQUAY GIRLS' GRAMMAR SCHOOL



Person Specification: Head of English

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> • A proven highly successful teaching record at Key Stage 3, 4 and 5 • Ability to teach English A Level • Management of an area, theme and/or staff in a school • Management of a budget and resources • Understanding of the recent developments in the English curriculum • The ability to support and encourage English students with varying levels of experience • Ability to analyse and evaluate complex data to inform appropriate action 	<ul style="list-style-type: none"> • Previous experience of leadership within a school • Experience of representing school at external meetings • Management of teaching staff in a school
Qualifications	<ul style="list-style-type: none"> • English teaching qualification • Evidence of preparation for leadership 	<ul style="list-style-type: none"> • Higher degree or advanced qualification
Leadership and Management	<p>Proven leadership ability demonstrating a range of leadership styles in:</p> <ul style="list-style-type: none"> • Leading, monitoring and evaluating the English curriculum • Improvement measures including ensuring accountability • Leading and managing the work of teams • Motivating and inspiring students, staff and parents, including positive management of student behaviour 	<ul style="list-style-type: none"> • Involvement in the work of the wider community and/or trustees • Experience of improving the performance of underperforming students • Experience of challenging able students • Evidence of change management that has improved student performance
Practical and Intellectual Skills	<ul style="list-style-type: none"> • Effective organisational skills and time management • Good communication skills, both oral and written • Ability to motivate both staff and students • Commitment to being a high-profile department • Ability to prioritise and delegate. 	<ul style="list-style-type: none"> • The ability to create and maintain an ethos which promotes effective learning and strives for achievement.
Personal	<ul style="list-style-type: none"> • A commitment to delivering a creative and academic English education • A genuine passion for English • Dynamic and imaginative teaching 	<ul style="list-style-type: none"> • A good sense of humour, able to work under pressure and the ability to keep things in perspective