

Person Specification – Head of Languages

Category	Essential	Desirable	Method of Assessment
Physical	<ul style="list-style-type: none"> Smart business-like appearance 		Application Form
Qualifications	<ul style="list-style-type: none"> Graduate Qualified Teacher Status Evidence of appropriate CPD related to teaching and learning. 	<ul style="list-style-type: none"> 	Application Form and Interview
Experience	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 	Application Form and Interview
Training	<ul style="list-style-type: none"> Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities. 	<ul style="list-style-type: none"> 	Application Form and Interview.
Special Knowledge	<ul style="list-style-type: none"> Good knowledge of the national curriculum for Languages and relevant schemes of work Ability to use and understand assessment data Familiar with effective learner progress intervention strategies Good knowledge of the national strategy for secondary education Good understanding of how to develop skills and attributes in students Good understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student attainment Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques Excellent understanding of what constitutes effective teaching and learning Familiarity with the new Ofsted Framework. 	<ul style="list-style-type: none"> 	

Circumstances	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	
Teaching and Learning	<ul style="list-style-type: none"> • Commitment to raising achievement across both key stages • Evidence of successful lesson planning, delivery and evaluation • Development in colleagues of a range of teaching and learning styles • Excellent classroom teacher • Sets high expectations of all students • Ability to create an effective learning environment. 	<ul style="list-style-type: none"> • 	
Disposition	<ul style="list-style-type: none"> • The capacity to consistently perform to a high level of success and act as a role model for other professionals • Ability to engage, motivate, enthuse and support colleagues • Self motivated with an ability to use own initiative • Well developed interpersonal and social skills • A passion for education and making a difference • Ability to meet deadlines • Enthusiastic and always positive • Practice leadership at all levels • Inspire others through working in teams • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding. 	<ul style="list-style-type: none"> • Charismatic and inspirational • Good sense of humour. 	
Practical and Intellectual Skills	<ul style="list-style-type: none"> • Commitment to safeguarding children and young people. • Proven track record of raising and maintaining high educational standards • Successful experience of teaching students of all abilities • Excellent communication skills orally and written • Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions • The capacity to make decisions based on sound judgements • The capacity to form positive learning-centred relationships with other professionals at different stages in their careers 	<ul style="list-style-type: none"> • Experience of preparing and leading training sessions • Experience of training/mentoring/coaching other staff so that their classroom practice develops • Experience of leadership roles within a team including design and development of resources to support learning • Evidence of innovative practice • Ability to teach to A Level. 	

	<ul style="list-style-type: none"> • Successful experience of coaching staff to raise performance • Successful experience of working with other departments to improve performance • Skilled in using tracking data to plan and implement successful intervention. 		
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Criminal Records Bureau Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. • Inline with the latest KCSIE guidance an online check will be carried out for all shortlisted applicants 	<ul style="list-style-type: none"> • 	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.