

Key Stage 3 English Lead - Person Specification

	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications and Career Development	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree level qualification • Commitment to continuous professional development • Enhanced DBS 	<ul style="list-style-type: none"> • Evidence of recent (last 3 years) professional development training and courses in English 	<ul style="list-style-type: none"> • Application form • Documentation provided at interview
Knowledge and Experience	<ul style="list-style-type: none"> • Excellent leadership potential • Ability to model outstanding classroom practice. • Strong specialist knowledge of English pedagogy and resource • Proven ability to work with colleagues to help them improve their teaching • Evidence of impact for vulnerable learners within your area of teaching • Innovative thinking in your area of expertise • A track record in meeting deadlines and delivering results through effective management, organisation and planning of work • Commitment to wider goals for pupils through clubs and activities outside of the classroom • Recent experience of classroom teaching at K.S 2 or 3 • Able to plan effectively for pupils with differing educational needs (Inclusion) 	<ul style="list-style-type: none"> • Teaching experience within Years 5 and 6 • Experience across the full Middle school age range - Years 5 to 8 • Previous subject leadership or leadership of an aspect of English development within your school • An innovative and reflective practitioner • Experience leading professional development for colleagues 	<ul style="list-style-type: none"> • Application form • Interview • Observation

	<ul style="list-style-type: none"> • Knowledge of effective principles and practice of KS2 and 3 education • Knowledge of recent initiatives in education including current issues • Interest and enthusiasm for creative approaches to pedagogy • A clear understanding of how assessment informs planning • Ability to differentiate effectively to provide challenge for more able pupils 		
Key Skills	<ul style="list-style-type: none"> • Motivated and organised • Able to use own initiative and empathise with others • The ability to contribute effectively to the workload and responsibilities of a team, demonstrating the ability to be flexible and adaptable • Teaching demonstrates high expectations and standards • Experience of using ICT as a tool for teaching and learning • Demonstrates excellent behaviour management strategies • Able to create a positive and challenging learning environment • A commitment to ensuring all learners access the curriculum and make progress 	<ul style="list-style-type: none"> • Able to collate and present information for review when required • Ability to teach in K.S.2 and K.S.3 	<ul style="list-style-type: none"> • Observation • Interview

Personal Qualities and Relationships	<ul style="list-style-type: none"> • Ability to relate well to children both in and out of the classroom • Ambitious for our pupils • Calm and patient • Reliable, punctual and well organised and presented • Warm and approachable with a sense of humour • Ability to work as part of a team and form strong working relationships with all staff • Self-motivated, confident and enthusiastic with a positive attitude • Excellent communication in speech and writing 	<ul style="list-style-type: none"> • Ability to establish strong and purposeful links with parents to support their child's learning • Enthusiastic approach to sharing practice across the school and wider Trust 	<ul style="list-style-type: none"> • Observation • Interview • Application form
Safeguarding	<ul style="list-style-type: none"> • Total commitment to and awareness of safeguarding issues as well as following the school's Safeguarding Policies and Practices • Evidence of completion of whole school level 2 training 	<ul style="list-style-type: none"> • Additional evidence of specific training completed 	<ul style="list-style-type: none"> • Application form • Interview • References