St Thomas More Catholic Academy
FAITH | EXCELLENCE | RESPECT

Archdiocese of
Birmingham

PERSON SPECIFICATION
POST: English & Literacy Lead Practitioner

Characteristics	Essential	Desirable
Ethos	❖ Strong commitment to the Christian ethos of the school	❖ Committed Christian
Qualifications and Professional Development	❖ Good relevant honours degree ❖ Professional experience in the subject ❖ Qualified Teacher Status	❖ Leadership qualification ❖ Evidence of self- directed engagement in continual professional development linked to curriculum, pedagogy and subject developments
Professional Experience	❖ Comprehensive knowledge of the subject curriculum across all key stages ❖ Excellent classroom practitioner ❖ Experience of helping to secure excellent outcomes for students ❖ Most up to date research used to inform professional and subject pedagogy ❖ Expected level of practice and professional responsibilities as defined by the Teacher Standards ❖ Ability to support others to improve their teaching	❖ Transition curriculum from KS2 to KS3 ❖ Leading CPD using the most up to date research in the subject area ❖ Leading within a secondary setting ❖ Knowledge of Curriculum Intent, Implement and Impact ❖ Literacy across the Curriculum and/or Literacy Leadership ❖ EIF Framework ❖ Working with ECTs
Skills and Abilities	❖ A love of learning – a motivation for improvement and innovation ❖ Ability to use assessment data to inform curriculum changes ❖ An ability to work as part of a team ❖ Ability to challenge and motivate young people ❖ High level of personal motivation and drive ❖ Initiative and resilience ❖ A commitment to making a difference and serve the community ❖ High personal credibility ❖ Good organisational skills	❖ ICT Skills – Microsoft TEAMs, Active Inspire and SMART Software

All Saints Catholic Collegiate

	❖ Rigorous approach to classroom management ❖ Embracing of accountability ❖ An ability to work as part of a team ❖ Ability to challenge and motivate young people ❖ Good ICT skills	
Pastoral Work	❖ Appreciation of the role of the tutor in monitoring pupil progress across academic and pastoral data ❖ Commitment to the pupils in terms of their personal and social development ❖ Commitment to working with parents	
Other	❖ A commitment to ongoing personal and professional development ❖ A commitment to extra-curricular activities ❖ Good attendance and reliability ❖ Professional dress ❖ Professional commitment ❖ Good timekeeping	❖ Desire/ability to teach A Level English