

**Person Specification: Subject Leader for English (Second in Department)**

Skills and Knowledge	Essential	Desirable
Ability to plan and deliver a broad, comprehensive and enriching English curriculum.	✓	
Understanding the principles of assessment and the ways in which it can be used to increase pupil motivation.	✓	
Ability to raise attainment, achievement and aspirations and to promote success.	✓	
Understanding of current issues in education.	✓	
Ability to manage pupil behaviour firmly, effectively, positively, commanding respect from pupils, staff, parents and the community.	✓	
Ability to use ICT effectively in the teaching of English and to share good practice within the department.	✓	
Demonstrates understanding of the components of high-quality teaching and learning and can utilise a range of appropriate teaching strategies.	✓	
Demonstrates ability to make a meaningful contribution to the school's enrichment programme.	✓	
Demonstrates experience of and a successful track record in teaching English.	✓	
Demonstrates ability to self-evaluate and adopt strategies to enhance teaching performance.	✓	
<b>Developing Self and Working with Others</b>		
Demonstrates ability to set appropriate and challenging targets for self and others.	✓	
Can build effective relationships.	✓	
Demonstrates ability to make and take decisions.	✓	
Can collaborate effectively with others.	✓	
Understands when to consult or seek advice and is responsive to feedback.	✓	
Demonstrates ability to contribute to collaborative planning and share high quality practice with the team.	✓	
<b>Securing Accountability</b>		
Demonstrates ability to use data effectively to understand the strengths and weaknesses of the curriculum area and inform appropriate actions.	✓	
Demonstrates ability to use data effectively in understanding the strengths and weaknesses of one's own and pupils' performance and inform appropriate actions.	✓	
<b>Personal Qualities and Attributes</b>		
Exhibits excellent interpersonal skills with the ability to enthuse and motivate others.	✓	
Hardworking, loyal and flexible in approach to work.	✓	
Demonstrates ability to prioritise and work under pressure.	✓	
Is resilient and energetic.	✓	
Is open and approachable.	✓	
Is dynamic, innovative, positive, creative and constructive.	✓	
Has a sense of humour.	✓	
<b>Qualifications and Experience</b>		
Graduate, educated to degree level.	✓	
Qualified Teacher Status.	✓	
Evidence of related professional development linked to leadership roles.		✓
A proven track record in raising standards.		✓
Eduqas Literature or Language Examiner.		✓