

## Person Specification

### Post: Literacy Lead

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• GCSE Grade 4 or above in English and mathematics (or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• National Professional Qualification for Leading Literacy (NPQLL)</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Delivering literacy lessons such as form time literacy</li> <li>• Writing, delivering and evaluating interventions through careful data analysis</li> <li>• Delivering or leading literacy interventions</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> <li>• Monitoring and evaluating student progress and administration of appropriate testing</li> <li>• Ability to demonstrate the impact of literacy interventions through measurable student progress</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations of reading which motivate and challenge students</li> <li>• Understanding of how students learn</li> <li>• A genuine passion for literature and a commitment to fostering a love of reading across the school community</li> <li>• Build and sustain effective working relationships with young people, staff, families and our school community</li> <li>• SEND Code of Practice</li> <li>• Commitment to safeguarding</li> <li>• Microsoft Office, especially Teams, Outlook, Word and Excel</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Facilitation of PD in response to development priorities and students' needs</li> <li>• Strong understanding of how to support struggling readers, particularly through early reading interventions</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble and kind</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>