

PERSON SPECIFICATION

Lead Practitioner of English

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Degree or equivalent	✓		Application/ Interview
Degree in English or related degree	✓		
Qualified Teacher Status	✓		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	✓		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	✓		
Are curious to identify solutions based on rigorous evidence and research	✓		
Are determined to overcome obstacles and resilient in the face of challenge	✓		
Are fast and nimble to address emerging needs and underperformance	✓		
Are good , moral, truthful and treat others with respect	✓		
Are open minded to bringing about extraordinary change which may challenge the norm	✓		
Knowledge & Experience	Essential	Desirable	How Identified
A record of effective and inspiring teacher	✓		Application Interview Task
Substantial record of outstanding student performance with all ages and abilities, across the secondary phase, including in external KS4 examinations	✓		
Ability to build positive and productive relationships with students regardless of their level of motivation for learning	✓		
Evidence of taking a coaching role with other staff	✓		
Evidence of leadership in a school environment	✓		
Evidence of relevant professional development over the past three years	✓		
Sound knowledge of National Curriculum English	✓		
Sound knowledge of relevant examining body GCSE specifications and results analysis tools	✓		

Good understanding of a variety of teaching and learning approaches	✓		
Skills	Essential	Desirable	How Identified
An understanding of the use of data to drive improvement	✓		Application Interview Task
An understanding of the processes of self-review and evaluation		✓	
Effective organisational and administrative skills	✓		
Personal Attributes	Essential	Desirable	How Identified
The ability to build personal relationships based on integrity and trust	✓		Application Interview Task
The commitment and a determination to ensuring high achievement for all pupils	✓		
A positive approach to change and continuous improvement	✓		
An effective team member who demonstrates a willingness to play a positive role in areas beyond his/her specific responsibilities	✓		
Excellent interpersonal skills	✓		
A willingness to contribute to the wider life of the school	✓		
Equal Opportunities	Essential	Desirable	
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	✓		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	✓		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	✓		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	✓		