



Head of English Person Specification

	Essential	Desirable	Means of Assessment
Experience	<ol style="list-style-type: none"> 1. Qualified Teacher Status (including NQT) 2. Good honours degree in English or related subject. 3. Ability to teach English to A level. 	<ol style="list-style-type: none"> 1. Ability to coach a sport. 2. Experience of running extra-curricular activities. 	Letter, application form and references.
Knowledge and Understanding	<ol style="list-style-type: none"> 1. Knowledge of effective teaching and learning styles and assessment methods. 2. Knowledge of self-evaluation and quality control processes. 3. Thorough knowledge of subject area. 4. Good ICT skills. 	<ol style="list-style-type: none"> 1. Ability to use and understand assessment data. 2. Knowledge of effective intervention strategies. 	interview, letter of application and lesson observation
Teaching and Learning	<ol style="list-style-type: none"> 1. Commitment to raising attainment & achievement. 2. Commitment to raising high quality learning & teaching. 3. Willingness to learn, develop and share skills. 4. High expectations of all pupils. 5. Evidence of successful lesson planning and delivery. 6. Ability to create an effective learning environment for all pupils. 7. Evidence of highly effective classroom practice. 	<ol style="list-style-type: none"> 1. Evidence of leading the successful implementation of Learning and Teaching Strategies. 	Application form, lesson observation and interview.

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Skills and Attributes	<ol style="list-style-type: none">1. Ability to establish good working relationships with colleagues.2. Ability to work in a team.3. Good time management.4. Good communication skills.	<ol style="list-style-type: none">1. Evidence of innovative practice.2. Evidence of successful change management.	Interview, lesson observation and references.
Personal Qualities	<ol style="list-style-type: none">1. High expectations of pupils and colleagues.2. Enthusiastic and committed.3. A forward thinking approach.	<ol style="list-style-type: none">1. Potential for further promotion.2. Charismatic – having a presence.3. A sense of humour.	Interview.

