**VALLEY PARK SCHOOL**

**PERSON SPECIFICATION**

**Deputy Head of English**

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|  | **Essential** | **Desirable** |
| Qualifications | * A good honours degree in English or a related subject * Qualified Teacher Status | * Evidence of further study in English or a related subject * Masters Degree in leadership |
| Experience | * Experience of teaching English in a secondary school setting to A level | * Experience of curriculum leadership in a secondary school setting * Experience of managing colleagues and of having ‘difficult conversations’ where needed. |
| Knowledge | * A good up to date working knowledge and understanding of a range of teaching and learning and behaviour management strategies. * An understanding of the English curriculum and assessment arrangements. * An understanding of the range of approaches that can be used for assessment. * An understanding of how literacy, numeracy, SRE, personal development and ICT can be used to support teaching. * An understanding of how to personalise provision to meet the learning needs of the full range of students, including those in receipt of the Pupil Premium. * An awareness of current legal requirements regarding the safeguarding of children, including online. |  |
| Skills | * Be able to plan and teach challenging and well organised lessons. * Be able to use a range of teaching strategies and resources. * Be able to provide opportunities for students to develop personal development, literacy, numeracy, SRE, personal development and ICT skills. * An ability to provide constructive feedback to students and colleagues about how to improve their attainment. * The ability to implement a clear framework for classroom discipline. * The ability to analyse data and set appropriate targets, based on the analysis. * The desire to work as a team member. | * Success in mentoring colleagues |
| Attributes | * High expectations of students and colleagues and a commitment to ensure they can achieve their full potential. * Positive values and attributes and high standards of professional behaviour. * Up to date knowledge and understanding of the professional duties of teachers. * The ability to communicate effectively with children, young people, colleagues, parents and carers. * A commitment to improving practice through appropriate professional development. * The desire to act upon advice and feedback and be open to coaching and mentoring. |  |

In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

* motivation to work with children and young people;
* ability to form and maintain appropriate relationships and personal boundaries with children and young people;
* emotional resilience in working with challenging behaviours;
* attitudes to use of authority and maintaining discipline.