**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
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| 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.
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| 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.
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| 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
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| 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.
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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.