**HEAD OF ENGLISH PERSON SPECIFICATION**

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|  | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | * A degree in English or a related field.
* Qualified Teacher Status (QTS).
* Evidence of continuous professional development.
 | * Further degree or professional qualification in a relevant field
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| **EXPERIENCE** | * Proven experience as a teacher of English at secondary level.
* Experience working with learners with special educational needs including ASD and SEMH.
 | * Proven experience as an English subject lead
* Proven experience of implementing a phonics programme to accelerate progress in reading
* Experience in a leadership role within an educational setting
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| **SKILLS, ABILITIES AND KNOWLEDGE** | * Excellent knowledge of the English curriculum and the ability to make it accessible for all learners.
* Strong leadership and team management skills.
* Ability to develop and implement effective strategies for improving learner literacy.
* Excellent communication and interpersonal skills.
* Ability to use ICT effectively in teaching and learning.
* Have knowledge and understanding of strategies to remove barriers to learning in young people
* Ability to produce detailed, concise impact reports relating to the role.
* Displays commitment to the protection and safeguarding of young people.
* Values and respect the views and needs of young people.
* Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children.
 | * Experience of leading a department or significant curriculum area.
* Driven and hard-working individual
* Willingness to provide over and above what is expected
* Willing to learn and develop both themselves and others
* Knowledge of a range of strategies to meet the needs of students with special educational needs.
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| **QUALITIES AND ATTRIBUTES** | * Commitment to inclusive education and the belief that all learners can succeed.
* Ability to inspire, motivate and lead by example.
* Resilience and adaptability in the face of challenges.
* Commitment to safeguarding and promoting the welfare of children.
* Excellent interpersonal skills
* Ability to work independently and lead others
* Competent IT skills
* Excellent organisational and time management skills
* Ability to liaise with and gain the confidence of all school staff
* Adaptability and a professional approach to the responsibility of the post
* Ability to work autonomously and as part of a team
 | * Willingness to learn new skills and rise to new challenges
* Efficient and competent independent working
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| **OTHER REQUIREMENTS** | * Attendance at evening and early morning meetings may be required
 | * Desire for development
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