**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 |
| **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 |
| **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. |
| **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 |
| **OTHER REQUIREMENTS** | * Attendance at evening and early morning meetings may be required | * Desire for development |