



Person Specification Form

Subject Leader of English

Personal Attributes required (on the basis of the job description)	Essential (E) or Desirable (D)	To be identified by: (e.g. application form, interview, reference)
<p>Qualifications</p> <ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Aspiring Middle Leader or other relevant qualification 	<p>E</p> <p>E</p> <p>D</p>	<p>AF / Quals</p> <p>AF / Quals</p> <p>AF / Quals / Ref</p>
<p>Experience</p> <ul style="list-style-type: none"> • Teaching across all three key stages • Proven track record of highly successful outcomes for all students, whatever their prior attainment and needs • Successful outcomes in supporting other teaching colleagues or initial teacher training • Position of responsibility held within an English department or in school • Collaborative work with other departments, such as SEN 	<p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	<p>AF / Ref / Int</p> <p>AF / Ref / Int</p> <p>AF / Ref / Int</p> <p>AF / Ref / Int</p> <p>AF / Int</p>
<p>Knowledge/skills/abilities</p> <ul style="list-style-type: none"> • Regular delivery of outstanding lessons • Thorough knowledge of KS3, 4 and 5 curriculum and links to exam boards' syllabi where relevant • High level of understanding of assessment at KS3,4 and 5 and the power of AfL • Experience as exam marker, or highly developed understanding of exam board mark schemes • Ability to interpret data and set aspirational and achievable priorities 	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p>	<p>AF / Ref / Int</p> <p>AF / Ref / Int</p> <p>AF / Int</p> <p>AF</p> <p>AF / Int</p>

<ul style="list-style-type: none"> • Confidence in observing colleagues and providing effective feedback • Outstanding written and verbal communication skills • Ability to work independently and in a team, manage own workload and use initiative • The ability to lead, motivate and inspire others 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p>
<p>Other</p> <ul style="list-style-type: none"> • An unshakable belief that every student matters and that every student can achieve highly, along with an ambition to make this happen • High levels of emotional intelligence • A desire to pursue ongoing professional development for self and others • Resilience and determination • Positivity and kindness 	<p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>	<p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p> <p style="text-align: center;">AF / Ref / Int</p>