

## **Subject Leader: English - Person Specification**

### **1. Qualifications**

#### Essential

- Have a relevant recognised degree from an accredited university, and a PGCE, QTS or other internationally recognised teaching qualification.

### **2. Experience**

#### Essential

- At least 5 years' experience in teaching the UK National Curriculum at Key Stages 3 – 5, with evidence of successful examination results at I/GCSE and A Level in recent years
- Leadership experience within a successful English department.
- Experience of involvement in self-evaluation and development planning.
- Leading and involvement in a range of subject initiatives and subject/school-related extra-curricular activities.

#### Desirable

- At least 3 years of leading a successful English department
- Experience in teaching Cambridge International IGCSE and A Level would be a distinct advantage.
- Experience of working with Primary colleagues with responsibilities for English/Literacy

### **3. Skills and Knowledge**

#### Essential

- Have a secure knowledge and understanding of excellent practice in teaching, learning and the effective use of assessment to improve learning
- Model excellent practice in the classroom; preferably externally verified.
- Have an informed vision for the development of the subject in terms of improving teaching, learning and the use of assessment, curriculum development and raising standards of academic achievement across all key stages.
- Ensure all subject assessments are regular, thorough, moderated and accurate.
- Ensure accurate on-going attainment records are kept/available within the subject/department.
- Data analysis skills i.e. be able to use baseline, external and on-going assessment data, as well as other relevant information, to effectively to monitor students' academic progress in relation to targets, identify appropriate intervention strategies and inform setting arrangements, where required.
- Be able to demonstrate the impact of teaching on the progress of individual groups and cohorts of children.
- Ability to help to develop a curriculum and teaching approaches within the subject which are sensitive to the needs of all students
- Ability to effectively lead a team
- Effective time management, communication and interpersonal skills.
- Ability to build effective working relationships with students and staff.
- Ability to liaise successfully with parents.
- To manage budget and be responsible for the efficient and effective use of resources.
- Ability to professionally mentor and develop subject staff.
- Ability to plan, monitor and evaluate interventions.
- Be proficient in using Microsoft Office/Office 365 products.
- Have an excellent knowledge of Safeguarding and Child Protection good practice with recent, relevant training.

#### Desirable

- Experience with SIMS would be an advantage.

### **4. Personal Qualities**

#### Essential

- Be committed to Christ-centered values and beliefs.

- Be an excellent team player committed to the ethos, values and aims of the school.
- Be committed to the holistic education of the child.
- Commitment to getting the best outcomes for all students and promoting the ethos and values of the school.
- Be an excellent role model, exemplifying a high standard of teaching and professionalism at all times, and promoting high expectations for all members of the school community.
- To be interested in children as individuals, in how they learn and be committed to the inclusive values of the school.
- Demonstrate enthusiasm and a positive 'can-do' approach in all aspects of leading and teaching.
- To work cooperatively with all staff
- Ability to work hard with competing deadlines, prioritising appropriately, and maintaining a positive disposition.
- To believe in the importance of team work and a collaborative approach, be able to work cooperatively with all staff and build supportive working relationships with colleagues both within and outside the school.
- A willingness and flexibility to initiate curriculum and teaching/learning innovation.
- Demonstrate a commitment to and a willingness to engage in various types to continued professional development.
- Commitment to maintaining confidentiality at all times.
- Commitment to safeguarding and equality.