

Person Specification - Head of Key Stage - English Faculty

Job requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ● Good honours degree in an English or English focused discipline. ● Qualified teacher status. 	<ul style="list-style-type: none"> ● Further studies of management and education ● Post Graduate English degree.
Leadership and management experience	<ul style="list-style-type: none"> ● An ability to set targets, to monitor, evaluate and review practice ● An ability to articulate a clear forward vision for the Key Stage with clarity and conviction. ● Able to work collaboratively with and to inspire colleagues, to always insist on excellence. ● Committed to professional development and is a reflective teacher. 	<ul style="list-style-type: none"> ● Experience of managing a diverse team of people. ● High profile in current school ● Financial and resource management experience ● Evidence of strong management and leadership skills. ● Experience of leading curriculum development
Professional experience	<ul style="list-style-type: none"> ● Proven track record of good classroom practice with pupils obtaining good value-added results ● A clear understanding of what motivates pupils. ● Commitment to welfare and safeguarding of students. ● Ability to work with data to raise achievement for all. ● Evidence of successful teaching of Key Stage 3 and 4, in order to lead Key Stage 3, 4 or 5 English. ● Evidence of successful teaching of Key Stage 5 Maths to A2 in order to lead Key Stage 5 English. 	<ul style="list-style-type: none"> ● Teaching experience in more than one school ● Evidence of wider curriculum knowledge ● Experience of working with the wider community ● Evidence of teaching Further English at KS4 and 5.

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<p>Personal and interpersonal skills</p>	<ul style="list-style-type: none"> ● High personal and professional standards. ● The ability to command respect from others. ● The ability to relate to young people and enjoy working with them ● The ability to create a caring environment within which there is opportunity and encouragement for pupils to achieve their potential. ● An ability to listen to, motivate and inspire confidence in others. ● An ability to delegate responsibility with accountability. ● The resilience to manage one's own work pressures and the capacity to manage effectively the work of others ● Sensitivity, humour and flexibility. ● Persist with tenacity and resilience. ● The ability to challenge with compassion. ● Prioritise and take action for maximum impact. ● Seek and provide opportunities for growth, be curious. ● Show humility and not assume you know everything. ● Show strength through unity. ● Challenge inequality, prejudice and unconscious bias, being a voice for those without a voice; make sure that policy and practice embeds equality. ● Be confident to make decisions in the best interests of the communities that you serve, adapting decisions based on changing contexts. ● Be very mindful of the well-being of all stakeholders. ● Be able to consider a balanced workload with the use of new technologies in mind. 	<ul style="list-style-type: none"> ● Evidence of team building skills ● An ability to recognise and utilise the strengths of individual teachers ● An ability to improve the practice of other teachers and develop their skills within and beyond the classroom ● An ability to contribute to wider faculty aims and objectives
<p>Specific Subject expertise</p>	<ul style="list-style-type: none"> ● Excellent subject knowledge ● Able to identify Learning objectives and link them to teaching activities 	<ul style="list-style-type: none"> ● Experience writing/updating schemes of work ● Experience in a range of relevant extracurricular activities
<p>Other</p>	<ul style="list-style-type: none"> ● Be willing to lead and engage in curriculum enhancing activities ● High standards of written and oral communication 	<ul style="list-style-type: none"> ● Be able to offer a second teaching subject

DATE –March 2023