**Person Specification**

**Lead Practitioner – English**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Knowledge/Qualifications**  |
| Qualified Teacher Status  | √ |  | Application/Interview |
| Be prepared to embark upon further training as required  | √ |  | Application/Interview |
| To be achieving good to outstanding outcomes in most recent role  | √ |  | Application/Interview |
| Good to outstanding teacher grading  | √ |  | Application/Interview |
| Good ICT skills  |  | √ | Application/Interview |
| To have the desire and skills to lead and manage the development of high-level cutting-edge teaching and learning practice within and outside own area of subject expertise  | √ |  | Application/Interview |
| To have the desire and skills to work with relevant forums to shape a high-quality whole school teaching and learning strategy which meets the needs of all students | √ |  | Application/Interview |
| To have a range of practical strategies to raise achievement and attainment | √ |  | Application/Interview |
| To have the personal skills and desire to help teaching colleagues who may be experiencing difficulties | √ |  | Application/Interview |
| To have a good working knowledge of the National Curriculum programmes of study, cross-curricular themes and assessment arrangements across the whole age and ability range | √ |  | Application/Interview |
| To demonstrate a commitment to safeguarding and promoting the welfare of children and young people and an expectation of colleagues to do the same | √ |  | Application/Interview |
| To have an understanding of how the school’s community system supports teaching and learning and raises achievement in the school.  |  | √ | Application/Interview |
| Experience of coaching, mentoring and induction of staff in relation to teaching practice | √ |  | Application/Interview |
| **Experience**  |
| Be an outstanding classroom practitioner  | √ |  | Application/Interview |
| To be able to demonstrate significant impact in most recent role on the educational progress of students | √ |  | Application/Interview |
| To be able to evidence substantial impact in your current/ most recent role on the development of other staff | √ |  | Application/Interview |
| To have experience of teaching functional skills |  | √ | Application/Interview |
| To have experience of teaching at Key Stage 5 |  | √ | Application/Interview |
| **Personal Skills**  |
| An excellent teacher with enthusiasm and a commitment to education and developing others | √ |  | Application/Interview |
| An effective team member | √ |  | Application/Interview |
| Able to develop good personal relationships with students and adults  | √ |  | Application/Interview |
| Able to deal with challenging students effectively  | √ |  | Application/Interview |

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| Able to support colleagues experiencing difficulty with behaviour management  | √ |  | Application/Interview |
| Able to motivate and inspire staff and students  | √ |  | Application/Interview |
| Able to handle people in difficult situations and challenge poor performance  | √ |  | Application/Interview |
| Ability to work under pressure  | √ |  | Application/Interview |
| Approachable and willing to help students both in and outside of lessons | √ |  | Application/Interview |
| Be able to initiate ideas, set own targets and meet own and other people’s deadlines  | √ |  | Application/Interview |
| Prepared to participate in extracurricular activities (e.g. trips, study sessions) if required  | √ |  | Application/Interview |
| **Equal Opportunities**  |
| Must have an understanding of and commitment to the Trust’s equal opportunities policies and procedures | √ |  | Application/Interview |
| To be able to demonstrate a commitment to celebrating diversity and promoting community cohesion in a multi-cultural setting | √ |  | Application/Interview |

**April 2024**