

KS5 English Lead - Person Specification

Education and Qualifications	Criteria	Assessment
Qualified teacher status	E	A/I
Good honours graduate	E	A/I
Commitment to personal/professional development	E	A
Experience, Professional Knowledge, skills, and competencies	Criteria	
Evidence of promotion of innovation in teaching and learning	E	A/I
Experience of having designed, implemented, and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes.	E	A/I
Experience of having improved the quality of teaching and learning.	E	I/R
Experience of working successfully with local community and external agencies/stakeholders	D	I
A track record of working successfully in partnership with other educational organisations	D	A/I
Evidence of the ability to develop excellent relationships with young people and adults	E	I/R
Successful experience of using target setting, data analysis and curriculum innovation to improve performance	E	A/I
Experience leading a team and/or working to support the significant success of others	E	A/I/R
Knowledge, Skills, and Qualities	Criteria	
Strong command of and enthusiasm for the subject, and up to date knowledge of educational research	E	A/I
Knowledge of the national secondary education system, examinations, and curriculum	E	A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	E	I
A thorough understanding of the benefits and implication of a specialist curriculum.	E	A/I
Ability to use assessment data to inform planning and set targets.	E	I
Effective behaviour management and commitment to always ensure excellent standards of behaviour	E	I
Personal Qualities	Criteria	
A clear understanding of and commitment to the development of the ethos in the school	E	A/I
Resilience, motivation, and determination to succeed in challenging situations	E	A/I
Reflective and proactive in seeking feedback to constantly improve practice	E	I/R
Sensitivity and wisdom in managing relationships with students, parents, and staff	E	I/R
Commitment to inclusive education providing opportunity for achievement for all	E	I/R
Commitment to the wider community and its involvement in lifelong learning	E	I/R
High expectations of student achievement, conduct and behaviour	E	I/R
A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action	E	I/R
Excellent interpersonal, planning, and organisational skills	E	I/R
Openness, sense of humour, energy, and enthusiasm	E	I/R

Criteria Key

Desirable

Essential

Assessment Key

A Application Form

I Interview

R Reference