



BIRCHENSALE MIDDLE SCHOOL

PERSON SPECIFICATION

JOB TITLE: Head of English

It is envisaged that candidates will have most of the following attributes:

- A graduate teacher with PGCE or equivalent
- An enthusiastic and successful teacher who is able to deliver high quality standards of teaching and learning in the classroom
- A passion for developing their subject area to be relevant and engaging for the current cohorts of pupils
- The ability to lead and work as part of a team
- A teacher who is committed to the aims and values of our school and is willing to contribute to our whole school improvement programme
- Clear ideas for, and demonstrated experience of, classroom organisation, planning, assessment, tracking and record keeping
- A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability
- Good written and oral communication skills
- Flexibility and willingness to be involved in the school and see the school as a community
- Commitment to equal opportunities for all school users
- Commitment to encouraging children to develop self-esteem and tolerance of others
- Commitment to furthering own professional knowledge, skills and experience

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience / Knowledge	<p>Successful English teaching experience</p> <p>Understanding of New Ofsted Framework</p>	<p>Experience of teaching English across Key Stages 2 and 3</p> <p>Experience of Leading a Subject</p> <p>Experience of data analysis / monitoring performance</p> <p>Ofsted experience</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
Qualifications and Training	<p>QTS</p> <p>Willingness to develop new skills and consider new approaches to teaching and learning</p>	<p>Applicable courses in English Teaching and Leading a Subject</p>	<p>Application form</p> <p>Certificates</p>
Skills and Abilities	<p>Strong classroom management skills</p> <p>Ability to establish positive working relationships with students</p> <p>Be an enthusiastic and proficient user of ICT</p>	<p>Teach other subjects at KS2/3</p> <p>Experience of challenging and leading staff to improve their own practice</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
Other Factors	<p>Commitment to working as part of a team, including the sharing of successful teaching and learning strategies</p> <p>Enthusiasm for and enjoyment of teaching</p>		<p>Interview</p> <p>References</p>
Safeguarding	<p>Commitment to safeguarding and promoting the welfare of children and young people.</p> <p>Completion of satisfactory DBS check</p>		<p>Interview</p> <p>DBS</p>