



PERSON SPECIFICATION – ENGLISH LEAD TLR 2B

This person specification is related to the requirements of the post as determined by the job description. Short-listing is carried out on the basis of how well you meet the requirements of the person specification.

Disposition, Attitude, Characteristics and Competencies	
Ability to implement and lead whole school initiatives and support colleagues to raise standards through effective CPD, increased subject knowledge and skills.	Essential
Ability to develop good personal relationships within a team; making an effective contribution to high morale.	Essential
Ability to establish and develop close relationships with parents, governors and the wider parish community.	Essential
Ability to communicate effectively (both orally and in writing) to a variety of audiences.	Essential
Ability to create a happy, challenging and effective learning environment.	Essential
Boundless enthusiasm, determination and drive to inspire others to achieve high standards	Essential
An appetite and stamina for challenging work	Essential
A solution-focused mind-set and determined “no-excuses” approach to raising standards	Essential
A personable nature to build effective relationships with all members of the school community	Essential
A lively, creative and good-humoured approach to all aspects of teaching, management and leadership	Essential
Ability and keenness to promote the school’s positive culture and ethos	Essential

Training and Qualifications	
Qualified Teacher Status	Essential
Evidence of continuing and recent professional development relevant to the post	Essential

Knowledge and Understanding	
Understanding of equality of opportunity issues and how they can be effectively addressed in schools.	Essential
The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment.	Essential
Understanding of a diverse range of teaching and learning styles and techniques.	Essential
Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.	Essential
Good understanding of effective procedures for managing and promoting positive behaviour among pupils.	Essential
Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.	Essential
Clear understanding of data analysis and the important impact this can have on achievement and attainment.	Essential

Experience	
Experience of outstanding core subject leadership.	Desirable
Proven record of raising standards for all pupils, including underachieving pupils	Essential
Experience of promoting positive behaviour conducive to learning and which is focused on raising standards.	Essential
Experience of promoting highly effective communications within and between teams and other stakeholders in the school community.	Essential