**Person Specification**

**Head of English**

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| **Attributes**  | **Essential** | **Desirable** | **How identified** |
| **Qualifications** | • Qualified Teacher Status • Good honours degree | • Evidence of relevant CPD | • Application |
| **Teaching and learning experience** | • Values driven* Strong teaching ability backed up by good and outstanding outcomes
* Data driven planning to target instruction

• A proven track record of measurable impact as an individual teacher and leader • Varied, innovative teaching style that challenges and supports the learner • Confident user of formative assessment techniques | • Experience of having responsibility within a school | • Application • Interview |
| **Knowledge and skills** | • Set high expectations which inspire, motivate and challenge students • Demonstrate excellent subject and curriculum knowledge * Intelligently sequenced planning

• Ability to use data to identify strengths and address under-achievement • Manage behaviour effectively to ensure an effective and safe learning environment | • Understanding of what makes Tanfield school different • Strong analytical and strategic thinking skills* Understanding of a knowledge rich curriculum
 | • Application • Interview • References |
| **Character** | • Strong moral purpose and drive for improvement • Motivated, enthusiastic and flexible * Mission aligned

• Good sense of humour* Strong attention to detail and clarity

• Ability to receive and act on feedback • Excellent interpersonal skills • A desire to develop yourself • Ability to work under pressure • Commitment to the full life of the school  | * Willingness to offer extracurricular provision
 | • Application • Interview • References |