**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 |