

ASCENT ACADEMIES TRUST – Hope Wood Academy
PERSON SPECIFICATION – Head of English

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) or NQT when taking up post	Application Certificate	D1	Further qualification post-graduate in special education/ASD	Application Certificate
Experience & Knowledge	E2	Have strong, up-to-date subject knowledge in English (communication, reading & writing) including knowledge of qualifications and assessments	Application Reference Interview	D2	Trained in use of PECS	Application Reference Interview
	E3	Record of good to outstanding judgements in T&L over time	Application Reference	D3	Trained in delivery of phonics	Application Reference Interview
	E4	Experience of teaching in special education or in a secondary setting with children who have SEN	Application Interview	D4	Trained in the use of TEACCH	Application Reference Interview
	E5	Sound understanding of strategies and approaches to teaching English to pupils with a wide range of SEN	Application Interview			
	E6	Experience of leading a team of other staff teaching English	Application Interview			
Skills	E7	Ability to teach English confidently and competently to a range of different abilities and different SEND needs	Application Reference Interview			
	E8	Strong communication skills and the ability to influence and motivate others	Application Reference Interview			
	E9	Ability to engage multi-agency professionals to enhance communication development	Application Reference Interview			
	E10	Be able to manage time and workload efficiently, prioritising well	Application Reference Interview			

	E11	Have sound organisational & leadership skills, and be able to problem solve and work on your own initiative.	Application Reference Interview			
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	E12	Be keen to develop your own practice, be innovative and flexible, and share your excellent practice with others.	Application Reference Interview			
Personal Attributes	E13	A commitment to further training and self-improvement	Application Interview			
	E14	Ability to work flexibly to meet the demands of the post	Application Interview	D4	A willingness and ability to work across the Trust as required	Application Interview
	E15	Suitable to work with young people/vulnerable adults	Application Disclosure			