**ASCENT ACADEMIES TRUST – Hope Wood Academy**

PERSON SPECIFICATION – Head of Secondary English

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| **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)  | Application Certificate | D1 | Further qualification post-graduate in special education/ASD | Application Certificate |
| **Experience & Knowledge** | E2 | Have strong, up-to-date subject knowledge in Secondary SEND English (communication, reading & writing) including experience of accreditation from Entry 1 to Level 2 | Application Reference Interview | D2 | Trained in use of PECS | Application Reference Interview |
|  | E3 | Record of good to outstanding T&L over time | Application Reference | D3 | Trained in the use of TEACCH | Application ReferenceInterview |
|  | E4 | Experience of teaching in a secondary special education setting | Application Interview | D4 | Trained in de-escalation techniques (EG: Team Teach, Emotion Coaching, Zones of Regulation) | Application Reference Interview |
|  | E5 | Experience of applying strategies andapproaches to teaching age appropriate reading and phonics to pupils with a wide range of SEN including use of intervention strategies | ApplicationInterview | D5 | Experience of delivering accreditation based vocational courses (EG: Performing arts) | Application Reference Interview |
|  | E6 | Experience of applying strategies andapproaches to teaching age appropriate writing in to pupils with a wide range of SEN including use of intervention strategies | ApplicationInterview | D6 | Experience of delivering staff training and monitoring and implementing whole school reading and phonics programmes | Application Reference Interview |
|  | E7 | Experience of applying strategies andapproaches to age appropriate development of communication including speech and language in to pupils with a wide range of SEN including use of intervention strategies | ApplicationInterview | D7 | Confidence and ability to work across the Trust as appropriate. | Application  Interview |
|  | E8 | Experience in writing and reviewing EHCPs. | ApplicationInterview | D8 | Experience of involvement in transition between main stream settings and SEND settings | Application  Interview |
|  | E9 | Experience of leading a team of other staff teaching English including holding self and others to account. | ApplicationInterview |  |  |  |
| **Skills** | E10 | Ability to teach English confidently andcompetently to a range of different abilities and different SEND needs | ApplicationReference Interview |  |  |  |
|  | E11 | Strong communication skills and the ability to influence and motivate others | Application ReferenceInterview |  |  |  |
|  | E12 | Ability to engage multi-agency professionals to enhance communication development | Application Reference Interview |  |  |  |
|  | E13 | Be able to manage time and workloadefficiently, prioritising well | ApplicationReference Interview |  |  |  |
|  | E14 | Have sound organisational & leadership skills, and be able to problem solve and work on your own initiative | Application ReferenceInterview |  |  |  |
|  | E15 | Trained in delivery of phonics | Application ReferenceInterview |  |  |  |
|  | E16 | Be keen to develop your own practice, be innovative and flexible, and shareyour excellent practice with others. | Application ReferenceInterview |  |  |  |
| **Personal****Attributes** | E18 | A commitment to further training andself-improvement | ApplicationInterview |  |  |  |
|  | E19 | Ability to work flexibly to meet the demands of the post | Application Interview |  |  |  |