

Person Specification

JOB TITLE:	Director of Learning English
DATE:	March 2021
STATUS:	Final

CRITERIA	Essential/Desirable	Application	Tasks	Interview	Vetting checks
Knowledge and qualifications					
1. Qualified Teacher Status	E	✓			✓
2. Appropriate honours degree	E	✓			✓
3. Good knowledge of strategies designed to raise attainment and standards	D	✓			✓
4. Thorough understanding of SISRA and data systems used to monitor and plan for pupil progress	E	✓		✓	
5. Good knowledge of strategies designed to increase pupils' motivation to learn	E	✓	✓	✓	
6. Good knowledge of personalised learning practice	E	✓	✓	✓	
7. Good understanding of departmental self-evaluation and effective action planning	E	✓	✓	✓	
8. Ability to teach English from Key Stage 3-5	E	✓	✓	✓	
9. Knowledge of appropriate curriculum alternatives	D	✓		✓	
Experience					
10. Very recent experience of teaching in the secondary sector and a proven track record of ensuring pupils progress and achieve	E	✓			✓
11. Recent experience of successfully leading staff	E	✓			✓
12. Proven experience of working with groups of teachers to raise pupil attainment levels	D	✓			✓
13. Ability to demonstrate initiative	E	✓		✓	✓
14. Identifiable record of raising standards of pupil attainment	D	✓		✓	✓

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15. Experience of leading on intervention initiatives	E	✓			
16. Experience of maintaining high standards of behaviour	E	✓			
17. Experience of developing curriculum initiatives across school	D	✓			✓
18. Experience of building effective collaboratives	D	✓			
19. Experience of writing SEFs	D	✓			
20. Proven experience of successfully managing change	D	✓			
21. Experience of engaging and motivating all groups of students	D	✓			
22. Experience of accurately analysing quantitative and qualitative data to evaluate performance against targets and identify priorities and actions	E	✓			✓
Skills and competencies					
23. Ability to deliver outstanding teaching	E			✓	
24. Ability to communicate effectively with all stakeholders	E		✓	✓	
25. Ability to establish mutual trust and respect with colleagues, pupils, parents, governors and the wider community	E			✓	
26. Ability to support and develop a clear vision	E		✓	✓	
27. Ability to build and support effective teams	E		✓	✓	
28. Excellent inter-personal skills	E		✓	✓	
29. Ability to motivate and develop both pupils and staff	E			✓	✓
30. Excellent verbal and written communication skills	E	✓	✓		
31. Enthusiasm and enjoyment of teaching	E	✓		✓	
32. Appropriate appearance and presence	E			✓	
33. Excellent record of attendance	E	✓			
34. Willingness to go the extra mile	E			✓	
35. Resilience	E	✓		✓	

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36. Good sense of humour	E	✓		✓	
Other					
37. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
38. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓