

Person Specification Subject Leader - English

Specification	Essential	Desirable	Evidence
1. Qualifications	<ul style="list-style-type: none"> ● Qualified Teaching status ● Evidence of Continued Professional Development ● A degree qualification 	<ul style="list-style-type: none"> ● Higher degree ● NPQML or NAML ● Coaching qualification/ training ● SLE/ Lead Practitioner 	Application Form
2. Experience	<ul style="list-style-type: none"> ● At least 4 years experience teaching in a mainstream secondary setting ● Middle leadership experience in a mainstream secondary setting ● Proven record of outstanding practice as a classroom teacher ● Successful implementation of strategies that have had a positive impact on student attainment, progress or behaviour 	<ul style="list-style-type: none"> ● Experience of leading improvement for boys ● Using research to drive change 	Application form Supporting letter Interview
3. Education and organisational leadership	<ul style="list-style-type: none"> ● A clear and compelling vision for how to raise attainment in the subject area ● Evidence of excellence leadership and management skills ● Ability to user ICT as management and teaching tool ● Ability to build good relationships with all stakeholders ● Able to demonstrate commitment to the principles of diversity ● Excellent interpersonal skills ● Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload 	<ul style="list-style-type: none"> ● Demonstrate the ability to build and maintain positive links and relationships with governors, parents and other stakeholders ● Able to demonstrate an awareness of how to support underperforming staff 	Application form Supporting letter Interview
4. Abilities, skills and knowledge	<ul style="list-style-type: none"> ● Excellent subject knowledge ● Ability to teach up to GCSE Level ● Ability to analyse and report on key data documents ● Ability to coach and motivate ● Knowledge of how to meet the needs of 	<ul style="list-style-type: none"> ● Knowledge of the Catch-up Premium and National Tutoring Programme ● Knowledge of literacy intervention programmes ● Knowledge of Ofsted 	Application form Supporting letter Interview

	<p>pupils in specific define groups: SEND, Disadvantaged, Most Able</p> <ul style="list-style-type: none"> ● Knowledge of assessment to support pupil progress ● A knowledge of the issues surrounding safeguarding of pupils in schools 	<p>Education Inspection Framework</p>	
<p>5.Philosophy and Ethos</p>	<ul style="list-style-type: none"> ● An understanding of how students learn and an indication of how to meet their needs ● Commitment to high standards and continuing improvement ● A commitment to the principles and values of an inclusive education and the pastoral care and personal development of students ● A commitment to safeguarding ● High expectations of student progress, personal development and conduct ● Relentless personal drive and ambition anchored in success ● Strong support for the ethos and values of Birkdale High School 		<p>Supporting Letter Interview</p>
<p>6.Community</p>	<ul style="list-style-type: none"> ● Ability to work with and gain the support of external agencies ● Ability to promote the school within a diverse community 	<ul style="list-style-type: none"> ● Experience in building wider relationships in a diverse community 	<p>Supporting letter Interview</p>

Requirements in bold type must be evidenced in the application/covering letter. Others may be tested during the interview process. Covering letters must be a maximum of 2 sides of A4.