

HEXHAM MIDDLE SCHOOL

SUBJECT LEADER: ENGLISH

PERSON SPECIFICATION

The following criteria (qualifications, experience and skills) will be used during the selection process:

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A DfE recognised and relevant teaching qualification. • BA/ BSc in the subject area (or related subject) or relevant in-depth knowledge of the subject area. 	
Knowledge/ Experience	<ul style="list-style-type: none"> • Recent and relevant experience of teaching the subject. • An excellent classroom practitioner. • Recent and relevant middle leadership, or evidence of impact leading a team. • Understanding of effective curriculum design. • Up to date subject knowledge and understanding of both the Key Stage 2 and 3 curricula. • Willing and able to teach in both Key Stage 2 and 3 (year 5 to 8). 	<ul style="list-style-type: none"> • Knowledge of the middle school (three tier) system. • Knowledge of wider educational developments. • Knowledge and experience of the KS2 SATs (End of Year 6 Assessments). • Experience of line management. • Experience of monitoring and evaluation, including self-evaluation to develop practice and raise standards.
Skills	<ul style="list-style-type: none"> • Able to motivate, challenge and inspire pupils. • Excellent organisational and personal management skills. • Able to set and monitor targets for maintaining high academic standards. • Able to communicate effectively with pupils, parents/carers, colleagues and professionals to build strong working relationships and trust. • Ability to review and adapt strategies to ensure the best outcomes for all learners. 	<ul style="list-style-type: none"> • Skills and interests which would contribute to the wider curriculum offer and educational experience at the school.

	<ul style="list-style-type: none"> • Continually able to focus on seeking improvements to ensure that the educational provision is the best it can be. • Able to lead a team of teachers and to monitor and evaluate practice. • Able to design and teach effective lessons and learning activities across relevant curricula, age and ability ranges including personalising learning to meet the needs of individual pupils. • Able to demonstrate excellent standards of classroom practice and behaviour management whilst displaying high expectations and ambition for all learners and colleagues. • Understanding of the current legislation, policies and guidance on the safeguarding of learners and promotion of pupil wellbeing. • A detailed, up-to-date knowledge and understanding of teaching, learning and behaviour management strategies. • Able to use assessment and data to target teaching and ensure strong achievement and progress of all learners. • Able to use ICT to support learning, record keeping and assessment such as analysis of pupil achievement and behaviour data. • Excellent written and verbal communication skills. • Evidence of relevant and ongoing commitment to professional development and training. 	
<p>Personal attributes</p>	<ul style="list-style-type: none"> • Positive, organised and ambitious for the success of children and young people. • Compliance with all teacher and professional standards. • Promote equality of opportunity, participation, diversity and responsibility. 	

	<ul style="list-style-type: none">• Able and willing to contribute to the wider curriculum and life at the school.• A dynamic teacher who is able to positively and creatively contribute to standards across the school.• Resilience and commitment – able to manage the varied aspects of the role.• Able to effectively lead a team and to communicate well with colleagues.• The post holder will require an enhanced DBS.	
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