

Haydock High School



Person Specification – Lead Practitioner English

Requirement	E	D	I/A/R
Qualified Teacher Status	✓		A
Graduate level qualification in an appropriate discipline		✓	A
Secure knowledge of Safeguarding policies and procedures	✓		I/A/R
Significant experience of outstanding teaching in this curriculum area	✓		I/A/R
Be an outstanding teacher evidenced through Appraisal and Capability cycles	✓		I/A/R
Be accountable to The Teachers' Standards	✓		I/A/R
Be fully aware of the Ofsted standards for teaching and able to deliver lessons appropriately	✓		I/A/R
Ability to lead a team of teachers delivering in this curriculum area	✓		I/A/R
Ability to create and deliver Improvement Plans to enhance performance	✓		I/A/R
Experience of creating intervention strategies to improve student performance	✓		I/A/R
Experience of dealing with parents and carers to resolve issues	✓		I/A/R
Experience of dealing with a range of student issues with and on behalf of other colleagues		✓	I/A/R
Be empathetic in dealing with pupils and parents	✓		I/A/R
Experience of using tracking systems to enhance pupil performance	✓		I/A/R
Experience of line/performance management of teaching colleagues		✓	I/A/R
Experience of judging the quality of teaching and learning		✓	I/A/R
Experience of line-management of support staff		✓	I/A/R
High levels of communication skills both oral and written	✓		I/A/R
High levels of inter-personal skills	✓		I/A/R
Ability to develop and influence policy and plan strategically	✓		I/A/R
Ability to work under pressure and to strict deadlines	✓		I/A/R
Strong computer skills	✓		I/A/R
Experience of leadership in the Education sector	✓		I/A/R
Ability to work as part of a team	✓		I/A/R
Confidence and ability to manage effectively and efficiently in a very busy and demanding environment	✓		I/A/R
An understanding of current educational issues in relation to the post	✓		I/A/R
Ability to work unsupervised and under own initiative for protracted periods	✓		I/A/R
Ability to find solutions to immediate, medium and long-term problems	✓		I/A/R
High levels of time-management and self-management skills	✓		I/A/R
Ability to manage own workload	✓		I/A/R
Ability to direct and manage the workload of others	✓		I/A/R
Willingness to work flexibly across the day, week and year	✓		I/A/R
Integrity, professionalism and diplomacy	✓		I/A/R
A sense of humour	✓		I/A/R

E: essential D: desirable A: application I: interview R: reference

