



Leader of English and Line Manager of Literacy Lead

Person Specification

	ESSENTIAL	DESIRABLE
Education level & Qualifications:	<p>Qualified Teacher Status (DfE Number).</p> <p>Subject specialism: English and Literacy development.</p>	<p>Experience in mainstream and in special school</p> <p>Special needs qualification i.e. Mental Health training</p> <p>Higher level qualification in SEND or English</p> <p>Other subject specialism</p>
Technical Skills / Experience Knowledge & Expertise:	<ul style="list-style-type: none"> • Thorough knowledge of the National Curriculum for Key Stages 3 and 4. • Experience and knowledge of good and 'best' practice in curriculum planning, development and implementation, assessment and evaluation of pupil progress including preparing pupils for externally accredited awards and qualifications – Must be able to deliver GCSE English Language and English Literature. • Experience and sound knowledge of teaching across Key Stages, in particular proven experience of teaching pupils with SEN in secondary phase age groups (within mainstream or specialist settings), who are below age-related expectation. • Experience of managing assessment, recording and reporting processes in accordance with schools and similar institutions' policies and procedures. • Experience of engaging in successful appraisal and all aspects of performance management. 	<p>Knowledge/ qualification in child development or specific SEND pedagogical practices</p> <p>Knowledge and experience of Trauma Informed practice</p> <p>Post graduate level qualification in Education</p> <p>National Professional Qualification e.g. NPQML/SL or a new NPQ</p>

	<ul style="list-style-type: none"> • Knowledge and proven delivery of school inclusion, coupled with a strong ethos regarding pupil centered practice. • A thorough understanding and proven track record of being an effective form tutor and participating in the delivery of a wide range of pastoral care initiatives. • Commitment to Downland School's aims and objectives – able to demonstrate an understanding and personal commitment to safeguarding and promoting the welfare of children and young people. 	
Personal Skills	<ul style="list-style-type: none"> • Evidence of excellent interpersonal and communication skills (both verbal and written). • Evidence of experience, ability and enthusiasm for collaborative working across multi-disciplinary team and with other settings. • Excellent organisational skills; able to balance conflicting priorities and manage time. • Good data analysis skills (assessment for learning) including being able to operate a range of school data management systems. • Demonstrable commitment to innovative techniques to improve the quality of teaching and learning. • Demonstrate commitment to stay up to date with all areas of 'best' practice in English, locally and nationally, including research and government led initiatives. • Physically and emotionally resilient in order to work with children and young adults with challenging behaviour and with a range of complex SEND. 	Leadership/coaching training