

Ernest Bevin College

Personal Specification



Title: Head of English	Salary Scale : TLR 1c (£12,111)
Supported by and reporting to: Member of the Leadership Team	Assisted By: Teaching and Non-Teaching Staff

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none">• QTS	<ul style="list-style-type: none">• Further accredited study
EXPERIENCE	<ul style="list-style-type: none">• Varied and successful teaching experience across 11-19 range• Broad Post-16 experience	<ul style="list-style-type: none">• Experience in more than one school• Experience of school leadership and management
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none">• Expert knowledge of the English curriculum• Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve• A thorough understanding of current developments and initiatives in 11-19 and post 16 education• Support with delivering the subject and promoting literacy across the college• Ability to build effective working relationships with staff and other stakeholders• Ability to adapt teaching to meet students' needs• Ability to build effective working relationships with students• Knowledge of guidance and requirements around safeguarding children• Good IT skills• Effective communication and interpersonal skills• Ability to communicate a vision and inspire others• The ability to monitor, review and evaluate the work of the college against OFSTED criteria• Ability to exploit opportunities for success and remove barriers to achievement for students and staff	<ul style="list-style-type: none">• Ability to seek areas for improvement and to implement change

PERSONAL QUALITIES AND CHARACTERISTICS	<ul style="list-style-type: none">• The drive to help ensure EBC is the best education provider in the area• Energy, enthusiasm and stamina• Flexibility and determination• Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies• Proactive, charismatic and inspirational leader• Ability to stay calm when dealing with potentially difficult situations. • Ability to work under pressure and prioritise effectively• Maintain confidentiality at all times• Commitment to safeguarding and equality	
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January 2021