**Person Specification**

**Communication & Language Lead**

A list of qualities required always looks daunting. However, we would like to reassure you that we are realistic, and more interested in you as a whole person rather than in a tick-list of your attributes. It is not expected that you will have had the opportunity to develop each of the skills to the same level. Please use the statement in support of your application as an opportunity to tell us about your strengths, or the elements of your work of which you are most proud, and the ways in which you could make a contribution to this school. Thank you.

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|  |  | Essential | Desirable |
| Specialist Knowledge/ Qualifications | First degree  MA Linguistics  Good honours graduate  Qualified teacher status  Teacher of the Deaf (TOD)  BSL at Level 3 or above  Shape coding, ELCLAN, Visual phonics | ✓  ✓  ✓  ✓  ✓ | ✓  ✓ |
| Relevant Experience | Proven outstanding teaching pedagogy.  Leadership and Management which motivates and leads a team effectively, setting clear objectives to manage performance Research, Teaching and Learning  Ensuring achievement of excellent results for students trough working with Staff  Evidence of a commitment to professional development  Experience of leadership  Knowledge of commonly used assessments and tests  Knowledge of current issues and developments in teaching Deaf and SCLN pupils  Knowledge of language & communications training and delivery of training in these areas | ✓  ✓  ✓  ✓  ✓  ✓ | ✓  ✓ |
| Personal Qualities | Passion for Languages and an ability to communicate this to others  Ability to inspire and motivate others  Capacity for hard work and high expectations of self and others  Supportive approach to others, and an ability to relate well to colleagues and students  Ability to lead a team, and to work well within teams  Ability to make difficult decisions  Generosity of spirit  High expectations of students  Willingness to contribute to extra-curricular activities  Some experience of leading a team Knowledge and skills | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ | ✓ |
| Knowledge and Skills | Excellent teaching skills  Excellent communication skills  Excellent capacity for leadership and management  Understanding of the importance of modelling in leadership  Good communication skills, including the effective use of ICT  Thorough knowledge of the subject  Understanding of the impact of Language skills across the curriculum  Strong organisational skills  Ability to use monitoring and evaluation to raise  achievement  Ability to prioritise own workload and that of others  Ability to evaluate the work of the department and to maintain focus on improvement  A knowledge of current educational developments  Ability to create a positive, inclusive learning environment Experience and training  Applies own research to develop learning and assessment practice  Creativity, Innovation and Problem Solving Suggests practical solutions to new or unique problems | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ | ✓  ✓ |

***Our School and all its personnel are committed to safeguarding and promoting the welfare of the children. This post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.***