

Oak Learning Trust

George Washington Primary School

Person Specification: English Subject Lead

Area	Criteria		Evidence
	Essential	Desirable	
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status Degree 	<ul style="list-style-type: none"> Evidence of further qualifications particularly linked to English. 	Application/Documents
Experience	<ul style="list-style-type: none"> Outstanding classroom practitioner. Excellent positive behaviour management. Use of the National Curriculum for English to engage and motivate pupils and raise standards. Experience of strategic development to raise pupils' standards. Experience of communicating and relating to a range of members of the school's community. Experience and evidence of improving teaching and learning. Experience of developing the curriculum to be exciting and innovative, personalised to the needs of the individual pupils and of monitoring the impact of this. Experience of developing, inspiring and motivating staff. Demonstrable success in raising standards and meeting challenging targets. Have contributed to and evidence of impact on the professional development of other colleagues in school. 	<ul style="list-style-type: none"> Experience of developing, leading and planning for improvement in an area or subject. Experience of leading by example drawing on own and others' expertise, skills and knowledge. Experience and evidence of improving teaching and learning beyond own classroom. Experience of working in more than one key stage. 	Application/ interview/references

Skills, Knowledge and Aptitude	<ul style="list-style-type: none"> • Very good inter-personal skills and an approachable style of leadership. • Can motivate staff to achieve outstanding standards. • Ability to build on current achievements and to raise standards still further. • Have a clear vision for English and can engage and inspire others to be motivated to share this vision. • Have a clear understanding of the needs of primary age children including those with additional and complex needs. • Excellent oral and written communication skills with an ability to negotiate at all levels. • Good organisational skills, able to work under pressure and determine priorities to meet tight deadlines. • Able to initiate and inspire change by influencing others. • Able to lead, manage and organise an exciting and motivating curriculum for English. • Detailed knowledge of the structure and content of the current Primary and Early Years Curriculum including assessment and age-related expectations. • Knowledge of current best practice in teaching and learning, and assessment in English across the primary age range (EYFS-KS2) 	<ul style="list-style-type: none"> • Ability to work effectively with other schools and multi agencies in order to secure excellent achievements for all pupils. • Able to analyse school self-evaluation information, including the use of external and internal data, in order to accurately prioritise strategic leadership objectives. • Able to set appropriate targets for the improvement of school performance and to establish, monitor and evaluate an action plan in relation to those targets. 	Application / references / interview and recruitment tasks
Additional Factors	<ul style="list-style-type: none"> • Ability to build and sustain effective working relationships and partnerships with children, staff, governors, parents/carers, and the wider community. • A readiness to work in partnership with other schools, key agencies and organisations. • High personal standards of integrity and probity. • A sense of humour and fun, even under pressure. • Self-confidence allied with the ability to listen to and taken advice from others. • Ability to reflect and change. • Confident, positive and approachable. • Be able to secure the loyalty and confidence of pupils, staff, parents, governors and others. • Have consideration of the views of others. 	<ul style="list-style-type: none"> • To be ambitious for self and children. 	Application / references / interview and recruitment tasks

	<ul style="list-style-type: none">• Have a clear educational philosophy, with the ability to translate into practice.• Resilience.• Flexible - to meet the demanding nature of this role.• Can work under pressure with competing priorities.• Positive approach to all aspects of school life• Committed to continuous personal and professional development• Engage in school's extracurricular activities (eg., residential, school fairs etc)• Good relationships with all stakeholders		
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This post is subject to safer recruitment measures, including an enhanced check via the Disclosure Barring Service