

Westminster City School
Subject Leader - English
Person Specification

Reporting to: Deputy Headteacher (Academic)

Candidates should make reference to the below aspects in their letter of application:

	Essential	Desirable
Qualifications		
QTS	✓	
Good honours degree	✓	
Masters or further accredited study		✓
Regular and appropriate CPD	✓	
Experience		
Proven success of teaching English at KS4 & KS5 with above average student outcomes	✓	
Some leadership and management experience within an English department and proof of impact		✓
Strategic leadership of improving literacy across the curriculum		✓
Experience in more than one school		✓
Leading whole school initiatives with demonstrable impact of improving student outcomes		✓
Knowledge of effective observation processes and coaching and/or mentoring of early career and/or experienced teachers	✓	
Leading extra-curricular activities, trips and educational visits	✓	
Knowledge and skills		
Excellent subject knowledge of English language and literature	✓	
Knowledge of the principles of successful curriculum design	✓	
Knowledge of the principles of effective and efficient sequences of learning	✓	
A thorough understanding of current developments and initiatives in English education	✓	
Knowledge of recent developments in educational research and an understanding of the implications for curriculum planning and delivery	✓	
Up to date knowledge of current educational thinking on the impact of pedagogical approaches to enhance progress in English	✓	
Knowledge of the principles and practice of useful and meaningful assessment design	✓	
Varied and successful teaching experience in secondary schools		✓
Proven record of raising attainment in English	✓	
Knowledge of how to use data effectively to monitor and track progress	✓	
Knowledge of a range of effective intervention strategies	✓	
Ability to monitor, review and evaluate the work of the school against current OFSTED criteria		✓
Knowledge of models and principles of leadership and how to apply them within a department context	✓	
Ability to hold staff to account whilst providing excellent support	✓	
Knowledge of effective quality assurance processes including effective classroom observation, student voice and work review	✓	
Knowledge of effectively supporting colleagues with the management of behaviour and relationships	✓	

Personal qualities and characteristics

<p>Wisdom</p> <ul style="list-style-type: none"> • Clear and deep knowledge of the school history and context • Deep knowledge of the student body including the cultural and religious heritages represented • Ability to be the adult that students need by holding them to high standards with warmth and unconditional positive regard • Knowledge of the local area and its defining features • Flexibility and ability to adapt positively to change • Ability to make tough short-term decisions for long-term gain • Ability to inspire and persuade others • Ability to hold others to account and have challenging conversations when required • High level of emotional intelligence and the ability to listen intentionally to others 	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	
<p>Integrity</p> <ul style="list-style-type: none"> • Honesty with self and others • Admitting to mistakes, open to feedback and willing to act on it • Always leading by example • Commitment to the promotion of equal opportunity • Willingness to support the Christian ethos of the school • Commitment to the promotion of “British Values” 	<p>✓ ✓ ✓ ✓ ✓ ✓</p>	
<p>Compassion</p> <ul style="list-style-type: none"> • Empathy in decision-making • Kindness in challenging self and others • Commitment to improving the life chances of the most disadvantaged • Ability to adapt teaching to the needs of vulnerable learners • Ability to manage sensitive matters with care and consideration 	<p>✓ ✓ ✓ ✓ ✓</p>	
<p>Excellence</p> <ul style="list-style-type: none"> • Commitment to own professional development including continual improvement of subject knowledge • Unrelenting drive and determination to raise standards • Energy, enthusiasm and stamina • Strong ‘presence’ and ambassadorial skills • Excellent health and attendance record • Ability to communicate effectively to a wide range of audiences • Ability to work under pressure and meet deadlines • Ability to establish positive relationships with students, parents, staff and outside agencies 	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	