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# PERSON SPECIFICATION

# JOB TITLE: Head of English

# Hambleton and Richmondshire

# Pupil Referral Service.

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**GRADE:** Mainscale + TLR 2.1

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| CRITERIA | ESSENTIAL | DESIRABLE | ASSESSMENT |
| **Qualifications & Training**   * Qualified Teacher * Advanced qualification in relevant curriculum area or SEN or Behaviour | X | X | 2,5  2,5 |
| **Experience**   * Successful experience as an English teacher or head of department. * Worked with multi-disciplinary teams * Recently worked with pupils displaying BESD * Will have trained others | X | X  X  X | 2,4,5  2,4  2,4  2,4 |
| **Skills & Knowledge**  Thorough working knowledge of Assessment for Learning, APP within English and Literacy.   * Excellent communication skills * Ability to lead * Efficient Management Skills * Clear understanding of curriculum design for pupils educated out of school * Understanding the change agenda * Understanding of child protection procedures | X  x  x  x  X | X  x | 2,4  4  4  4  4  4  2,4  2,4 |
| **Personal Qualities**   * Self reliant – self motivated * Flexible and understanding when dealing with people * Able to work within highly stressed situations with no immediate support | X | X  X | 2,4  2,4  2,4 |
| **Other Requirements**  Motivation to work with children and young people.  Ability to form and maintain appropriate relationships and personal boundaries with children and young people.  Emotional resilience in working with challenging behaviours and attitudes. Consistently apply the schools’ systems and procedures in maintaining order and discipline. | X  X  x |  | 2 & 4  2 & 4  2 & 4 |
| **Equal opportunities**  To ensure that NYCC’s equalities policies are implemented within working practices in terms of both employment and service delivery | X |  | 2 & 4 |

Assessment: 1. Test prior to shortlisting (i.e. all applicants) 4. Probing at interview

2. From application form 5. Documentary Evidence

3. Test after shortlisting 6. OTHER(Please specify)

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