

## EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the Essential and Desirable criteria. Please bear in mind that you must possess the essential criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments wherever possible and it would help us to know your needs in order to do this.

<b>Post Title:</b> Subject Leader	<b>Directorate / School:</b> Springwell Leeds Academy	<b>Grade / Scale:</b> MPS + SEN Point + TLR
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Criteria No.	Attributes	Criteria	How Identified	Rank
1	Relevant Experience	<ul style="list-style-type: none"> <li>• Experience of planning and delivering GCSE English and other English accreditation.</li> </ul>	Application Form / Interview	Essential
2		<ul style="list-style-type: none"> <li>• Experience of teaching vulnerable pupils with social, emotional and mental health (SEMH) difficulties.</li> </ul>	Application Form / Interview	Desirable
3		<ul style="list-style-type: none"> <li>• Experience of working effectively within a multi-disciplinary assessment and/or support context for vulnerable young people.</li> </ul>	Application Form / Interview	Essential

<b>Criteria No.</b>	<b>Attributes</b>	<b>Criteria</b>	<b>How Identified</b>	<b>Rank</b>
<b>4</b>	Education and Training Attainments	<ul style="list-style-type: none"> <li>Qualified teacher status/QTLS in required areas.</li> </ul>	Application Form / Interview	Essential
<b>5</b>		<ul style="list-style-type: none"> <li>English A-Level and relevant English content at degree level preferred.</li> </ul>	Application Form / Interview	Desirable
<b>6</b>	General and Special Knowledge	<ul style="list-style-type: none"> <li>An understanding of current approaches to the support of young people with social emotional and mental health difficulties.</li> </ul>	Application Form / Interview	Desirable
<b>7</b>		<ul style="list-style-type: none"> <li>Knowledge of legislation as it applies to pupils with SEN / SEMH.</li> </ul>	Application Form / Interview	Desirable
<b>8</b>		<ul style="list-style-type: none"> <li>An understanding of potential barriers which may face young people with SEN/SEMH and those at risk of offending in accessing education.</li> </ul>	Application Form / Interview	Essential
<b>9</b>	Skills and Abilities	<ul style="list-style-type: none"> <li>Interpersonal skills which facilitate positive professional relationships with young people and multi-disciplinary teams.</li> </ul>	Application Form / Interview	Essential
<b>10</b>	Leadership	<ul style="list-style-type: none"> <li>Experience of outstanding leadership.</li> </ul>	Application Form/Interview	Essential
		<ul style="list-style-type: none"> <li>Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading in serve training.</li> </ul>	Application Form/Interview	Desirable

		<ul style="list-style-type: none"> <li>• Proven record of raising standards for all pupils, including underachieving pupils.</li> </ul>	Application form/Interview	Desirable
<b>11</b>	Additional Factors	<ul style="list-style-type: none"> <li>• Good oral and written communication skills.</li> </ul>	Application Form / Interview	Essential
<b>12</b>		<ul style="list-style-type: none"> <li>• Ability to work effectively as a team member.</li> </ul>	Application Form / Interview	Essential
<b>13</b>		<ul style="list-style-type: none"> <li>• Highly organised.</li> </ul>	Application Form / Interview	Essential