

CL English and Languages - EMPLOYEE SPECIFICATION:

Wester Hailes High School

	Essential Criteria - generic to all secondary schools	Desirable Criteria - to suit local circumstances in individual schools
Experience	Relevant teaching experience in English or Modern Languages and/or specialised subject area. Active and successful participation in the work of whole school improvement Experience in working effectively as part of a departmental or whole school and team Currently in a substantive Teacher post	Detailed knowledge of at least one other Curriculum area in the Faculty or similar across Local Authority or wider context. Evidence of partnership working and subsequent impact. Knowledge of working practice with pupils in SIMD 1-4
Knowledge, Skills and Understanding	A sound knowledge of current national curricular developments in teaching and learning theory and practice Willingness to keep abreast of such developments and theory required Demonstrate effective leadership in defining and communicating whole school, team, individual aims and objectives Evidence of motivating and leading others to achieve whole school, team, individual objectives Sound knowledge of all aspects of Support for	Demonstrable knowledge and understanding of how to work with pupils with Social, Emotional and Behavioural Needs, ASN and ASD Knowledge of transition planning; Partnership working; Developing flexible curricular approaches. Evidence of policy context and national implications.

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	Learning. Evidence of a high level of planning and organisational skills Sound knowledge and implementation of Child Protection guidelines IT skills to support Learning & Teaching and SEEMIS Sound knowledge of Getting it Right, Team Around the Cluster and ASL legislation	
Qualifications and Continuous Development	Appointment subject to current and full GTCS Registration Evidence of relevant CPD to demonstrate professional skills and knowledge in the area of pupil support and solution focussed practice	SQA marking and evidence of Understanding Standards events.
Competencies (Governed by GTC)	Professional knowledge and understanding Professional skills and abilities Professional values and personal commitment	
Job Specific Requirements	Demonstrate strategic thinking with ability to negotiate and build consensus Ability to translate policy into effective practice Ability to initiate, manage change and support others in this process	Able to develop a future proofed vision of Social Subjects provision across the school and Cluster.

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	Evidence of setting high standards and expectations which challenge and inspire both staff and pupils to high achievement and attainment Forming and developing a positive school ethos, effective links with parents, other agencies, schools and the wider community Demonstrate clear awareness of Pupil/Parent needs and clear vision of whole school support	Ability to plan and communicate the school's vision for Teaching and Learning.