



# WINTERHILL SCHOOL

## Founders of Leaders in Learning Multi-Academy Trust



### Person Specification

**Post Title:** Teacher of English

**Grade:** Main pay range

**Working Hours (if applicable):** School Teacher's Pay & Conditions

Qualifications	Essential	Desirable	Evidenced
Qualified Teacher Status (or due to qualify before commencement of post if NQT).	✓		AF/CQ
Degree relevant to the post (2:2 or above).	✓		AF/CQ
English & Mathematics GCSE grade C or above (or equivalent).	✓		AF/CQ
Evidence of personal commitment to continued professional development.	✓		AF/I/R
Further professional qualifications.		✓	AF/I/R
Experience & Specialist Skills	Essential	Desirable	Evidenced
Recent & successful teaching of English in the UK, within a mainstream school.	✓		AF/I/R
Experience of teaching across both KS3 & KS4.	✓		AF/I/R
Knowledge of the national curriculum and GCSE specifications for English.	✓		AF/I/R
Previous experience of being a group tutor.		✓	AF/I/R
Knowledge of Assessment without Levels.		✓	AF/I/R
Able to demonstrate knowledge & experience of inclusive teaching & learning strategies to support children with special educational needs and disabilities.		✓	AF/I/R
Able to demonstrate experience in assessing students' achievements and tailoring future learning to ensure groups and individuals make outstanding progress.	✓		AF/I/R
Ability to communicate accurately and effectively in different formats, to different audiences and to use ICT confidently.	✓		AF/I/R
Experience of working successfully with other professionals, agencies and parents.	✓		AF/I/R
Teaching, Learning & Assessment	Essential	Desirable	Evidenced
Outstanding classroom practitioner with the ability to plan sequences of lessons, which are differentiated and enable student progression.	✓		I/R
Ability to accurately monitor and assess student progress and attainment.	✓		AF/I/R
Ability to interpret data effectively to understand the strengths and weakness of students and inform appropriate actions.	✓		AF/I/R
Ability to use a range of teaching methods to engage and challenge students.	✓		AF/I/R
Ability to maintain a positive learning environment through effective teaching and behaviour management.	✓		AF/I/R
Ability to provide meaningful and timely feedback to students in line with the school's policy.	✓		AF/I/R
Awareness of what constitutes outstanding pedagogy and practice.	✓		AF/I/R
A commitment to the school-wide focus of student attainment and raising aspirations.	✓		I/R
Ability to evaluate own teaching with regards to students' learning & progress.	✓		AF/I/R
Ability to communicate students' progress, attainment and attitude to learning in a sensitive, but accurate manner to parents, students, other teachers and professionals.	✓		AF/I/R
Personal Qualities & Attributes	Essential	Desirable	Evidenced
Able to maintain the highest standards of professionalism.	✓		I/R
Able to develop and maintain appropriate and effective relationships with students, staff, parents/carers and other professionals.	✓		I/R
Open and approachable with a dynamic and positive outlook.	✓		I/R
Able to respond creatively and positively to new challenges and change.	✓		I/R

Ability to work under pressure, prioritise and remain emotionally resilient.	✓		I/R
Able to be self-critical and reflective.	✓		I/R
Able to demonstrate a dedication to the continuing professional development of self and other colleagues.	✓		I/R
Able to demonstrate a willingness to be involved in the wider social aspects of the academy.		✓	I/R
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidenced</b>
Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children.	✓		I/R
A commitment to safeguarding and promoting the welfare of children, young people and/or adults.	✓		I/R
A requirement to implement all Safeguarding and Health & Safety policies and procedures.	✓		I/R
An understanding of and commitment to uphold equal opportunity values.	✓		I/R
A Disclosure & Barring Service check (DBS) at enhance level.	✓		DBS
Exemption from the rehabilitation of Offenders Act 1974 (All spent convictions to be declared).	✓		AF/R/DBS
<b>Physical Requirements</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidenced</b>
Ability to maintain fitness for work with no serious health problems which are likely to impact upon job performance; (that is, ones that cannot be accommodated by reasonable adjustments under the Equalities Act 2010).	✓		AF/I/R
Good attendance record in current/previous employment, college or school as appropriate (not including absences resulting from disability).	✓		I/R

Key: AF – Application Form I – Interview Process R – Reference  
CQ - Certificate of Qualification DBS - Disclosure & Barring Certificate

Applicants should note that the school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful applicants will be required to undertake an Enhanced Disclosure Check by the Disclosure and Barring Service (DBS). Any conviction/cautions spent or live, should be declared at the point of application.

We are committed to equality and diversity paying due regard to equalities legislation as per the Equalities Act 2010.

Applicants are invited to contact the school for clarification, if they are unsure if they meet any of the criteria expressed on this person specification.