SECKFORD FOUNDATION
FREE SCHOOLS TRUST

PERSON
SPECIFICATION

Post Title:	TEACHER OF ENGLISH

The following person specification outlines the key skills and experience required for this position.

The selection panel will assess each candidate against the criteria listed below expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context.

The panel will use the following assessment tools: application form; interview / assessment activities; reference and other employment checks.

Attribute	Essential	Desirable
Qualifications:	▪ Honours degree and Qualified Teacher Status (QTS) ▪ Evidence of relevant professional development related to subject area	▪ Further CPD / qualifications
Knowledge and Experience:	▪ Able to teach the full age range as well as the full ability range ▪ Ability to differentiate materials to meet the needs of learners in an inclusive learning environment ▪ An interest in the Enrichment programme ▪ The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve student progress ▪ Up to date knowledge of the National Curriculum in your subject area ▪ The ability to remain calm and reflective when working in a challenging environment ▪ Current national developments in education, teaching and learning ▪ Evidence of the ability to consult and seek advice and professional support as necessary ▪ Successful experience of managing an effective classroom environment to support student learning and positive behaviour	▪ Pastoral experience
Skills and Abilities:	▪ An ability to inspire and manage students effectively as a good to outstanding practitioner ▪ Ability to develop positive working relationships with students, colleagues, parents / carers and school / Trust stakeholders ▪ Effective organisational skills with the ability to meet deadlines	

	▪ Ability to gather, analyse and interpret data for effective target setting ▪ Dynamic and innovative approach to teaching and learning developments within a department ▪ Ability to assess and promote students' progress in a variety of ways ▪ Good interpersonal and communication skills ▪ Confident use of ICT ▪ Evidence of good classroom management skills in an inclusive environment ▪ Good verbal & written communication skills ▪ ICT skills including the ability to use standard software packages and the ability to use ICT to effectively to engage students	
Personal Qualities:	▪ An exceptional role model with high standards of integrity and approachability ▪ A desire to make a difference to the lives of young people of all abilities and needs ▪ Possess energy, enthusiasm and creativity ▪ Belief in the importance of high expectations, standards and aspirations ▪ Democratic, sensitive and display a good sense of humour ▪ Able to work effectively in a team ▪ Flexible and collaborative ▪ Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour ▪ Willingness to attend outside meetings and to work outside the timetabled day	
Safeguarding:	▪ Evidence of a commitment to promoting the health, welfare and safeguarding of children ▪ Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school	

The Seckford Foundation Free Schools Trust is committed to safeguarding and promoting the welfare of children and young people and the successful candidate must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).