

## Personal Specification

**Academy :** Leeds City Academy  
**Job Title:** Teacher of EAL

**You should be able to demonstrate that you meet the following criteria:**

**E = Essential**

**D = Desirable**

**A. Application Form**  
**B. Test / Exercise**  
**C. Interview**  
**D. References**

### Experience/Knowledge

|          |   |            |
|----------|---|------------|
| <b>E</b> | • Recent, relevant classroom practice   | <b>A</b>   |
| <b>E</b> | • Evidence of working with young people effectively   | <b>D</b>   |
| <b>E</b> | • Successful contributions to team work   | <b>D</b>   |
| <b>E</b> | • Teach to a high standard across all key stages, using professional links to the industry as applicable                        | <b>A D</b> |
| <b>E</b> | • Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application | <b>A C</b> |
| <b>E</b> | • Knowledge, understanding and commitment to safeguarding and promoting the welfare of students                                 | <b>A C</b> |

### Skills, Attributes and Abilities

|          |  |            |
|----------|--|------------|
| <b>E</b> | • Good all round ICT skills  | <b>A</b>   |
| <b>E</b> | • Be able to reach a consistently good standard of teaching  | <b>D</b>   |
| <b>E</b> | • Be resilient, reliable, in good health, and possess a sense of humour  | <b>D</b>   |
| <b>E</b> | • Ability to use progress data of students to benchmark, track and raise attainment of students for whom responsible | <b>C</b>   |
| <b>E</b> | • Good working knowledge of assessment for learning approaches and their classroom application                       | <b>C</b>   |
| <b>E</b> | • Possess strong interpersonal skills and be able to work effectively as part of a team                              | <b>D C</b> |
| <b>E</b> | • To promote equality, diversity and inclusion and demonstrate this within the role.                                 | <b>A C</b> |

|          |  |            |
|----------|--|------------|
| <b>E</b> | <ul style="list-style-type: none"> <li>To be jointly responsible for promoting and safeguarding the welfare of students</li> </ul>             | <b>A C</b> |
| <b>E</b> | <ul style="list-style-type: none"> <li>Ability to form and maintain appropriate relationships and personal boundaries with students</li> </ul> | <b>A C</b> |

| <b>General</b> |   |                      |
|----------------|---|----------------------|
| <b>E</b>       | <ul style="list-style-type: none"> <li>Respectful towards all students, with total belief in their entitlement to a high quality education, whatever their circumstances and ability</li> </ul> | <b>A C</b>           |
| <b>E</b>       | <ul style="list-style-type: none"> <li>Committed to raising standards of achievement through high quality classroom practice</li> </ul>   | <b>C</b>             |
| <b>E</b>       | <ul style="list-style-type: none"> <li>Take a key role in contributing to extra-curricular activities</li> </ul>  | <b>A C</b>           |
| <b>E</b>       | <ul style="list-style-type: none"> <li>Committed to the principles of the Academy programme</li> </ul>  |                      |
| <b>E</b>       | <ul style="list-style-type: none"> <li>Possess personal integrity, warmth and a willingness to grow and learn</li> </ul>  |                      |
| <b>E</b>       | <ul style="list-style-type: none"> <li>Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development</li> </ul>  | <b>C</b>             |
| <b>E</b>       | <ul style="list-style-type: none"> <li>DBS Check</li> </ul>   | <b>C</b><br><b>B</b> |