



Manor High School

Excellence - Inspiration - Care - Respect

TEACHER OF ENGLISH PERSON SPECIFICATION

Attributes	Essential	How Tested	Desirable	How Tested
1. Qualifications / Training	<ul style="list-style-type: none"> Qualification: teacher status A good, relevant degree or equivalent A good or excellent teacher Eligible to work in the UK Specialism in English 	AF AF I ID AF	<ul style="list-style-type: none"> Strong commitment to continuous professional development Able to teach KS3-5 English 	AF AF
2. Experience	<ul style="list-style-type: none"> Recent classroom experience in 11-16 or 11-18 schools A high level of ICT competence Form tutor 	AF I AF/I	<ul style="list-style-type: none"> Experience of harnessing and embedding new technologies 	AF / I
3. Knowledge and Understanding	<ul style="list-style-type: none"> A strong understanding of the characteristics of outstanding learning and teaching Awareness of strategies to raise student achievement Knowledge of how to use data effectively to set and monitor targets A clear knowledge of how students learn and how to improve learning Awareness of current developments in education and the implication of these 	AF / I AF / I AF / I AF / I AF / I	<ul style="list-style-type: none"> Successful teaching at post 16 Excellent understanding of the Inclusion Agenda 	I AF / I



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Attributes	Essential	How Tested	Desirable	How Tested
4. Skills	<ul style="list-style-type: none"> Ability to motivate students Ability to inspire and promote excellence Ability to analyse data, draw conclusions and communicate solutions in a clear and positive way to a range of audiences Able to: <ul style="list-style-type: none"> communicate effectively orally and in writing work well in a team and to close deadlines be flexible, approachable and resilient under pressure deal sensitively with people and be solution focused maintain a positive approach to work have a sense of humour 	AF / I AF / I AF/I AF / I AF / I AF / I AF / I AF / I I		
5. Attitudes	<ul style="list-style-type: none"> Commitment to raising achievement and fulfilling each student's potential Strong determination to maintain and progress school improvement Understanding of the way that the school can promote values and a moral code Commitment to equality of opportunity Commitment to race and gender equality and social inclusion Commitment to wider aspects of school life and enrichment Commitment to safeguarding and the welfare of children 	AF / I AF / I AF / I AF / I AF / I AF / I AF/I		

AF = Application Form I = Interview ID = Identity Documents