Person Specification – King's Academy Ringmer

Post Title:	TEACHER OF ENGLISH
	Essential Criteria

Specific Teaching Key Skills & Abilities	• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet students' learning needs.
	• Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for students.
	• Ability to identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.
	• Ability to set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior attainment.
	• Ability to identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).
	• Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management, so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
	• Ensure that high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
	• Ability to use teaching methods that keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
	• Ability to assess how well learning objectives have been achieved and use this assessment for future teaching.
	• Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback.
	• Demonstrate that, as a result of your teaching, students' achieve well relative to the students' prior attainment, making good progress as good or better than similar students' nationally.
	• Demonstrate knowledge on how to prepare and present informative reports to parent/carers.
	• Ability to recognise that learning takes place outside the Academy context and provide opportunities to develop students' understanding by relating their learning experiences to real and work-related examples.
	• Demonstrate an understanding for the need to liaise with agencies responsible for students' welfare.
	• Demonstrate an active contribution to the policies and aspirations of the Academy.
	• Demonstrate that you are an effective professional who challenges and supports all students to do their best through:
	  ○ inspiring trust and confidence
	  ○ building team commitment
	  ○ engaging and motivating students
	  ○ analytical thinking
	  ○ positive action to improve the quality of students' learning

Other required Key Skills & Abilities	• Excellent interpersonal, communication, organisational and presentation skills. • Good analytical and numeracy skills. • Ability to organise and prioritise work effectively, to plan action in order to meet deadlines and to complete tasks with the minimum of supervision. • Ability to provide effective team leadership in a structured, positive and proactive manner. • The capacity to learn new skills, take initiatives and generate ideas. • Good office productivity system skills, particularly Word and Excel. • Ability to instigate, review and manage change.
Education & Qualifications	• Evidence of an undergraduate degree and if the degree does not lead to Qualified Teacher Status (QTS) a successful completion of a teacher training programme confirming QTS.
Knowledge	• Demonstrate a thorough and up-to-date knowledge of subject(s)/specialism(s). • Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements. • Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to work. • Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in specialist subject(s).
Experience	• Study of Subject(s)/specialism(s) as part of a Higher Education Course. • Experience of teaching successfully in a secondary school at least as part of an initial training programme.
Personal Attributes	• Reliability, honesty and a commitment to maintaining confidentiality. • The ability to establish good working relationships with a wide range of students, staff, parents and Governors. • An understanding and sympathy for the needs of students across different abilities, age ranges and social backgrounds. • The ability to handle sensitive matters with discretion and in confidence. • Ability to take personal responsibility for organising and meeting targets. • Self motivated with the ability to enthuse and motivate others. • Energy and enthusiasm. • Professional and confident manner. • Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and students' learning. • A commitment to continuous development and improvement, team working and the highest possible professional standards. • Ability to work calmly and effectively under pressure.