Person Specification

POST: ENGLISH
DATE: 12.6.17

Recruitment and Selection Policy Statement

The Governing Body will ensure that all staff, job applicants, and students seeking admission to the school do not suffer direct or indirect discrimination on the grounds of sex, race, age, disability, sexual orientation, marital status, religion or belief, and are not disadvantaged by any other condition or requirement which cannot be shown to be justifiable

CRITERIA	STANDARD	E/D	MEASURED BY
Qualifications	A graduate in a relevant discipline	E	Application form
	To hold a teaching qualification that is recognised by the DfE	E	Application form
	To have evidence of continuing and recent professional development relevant to the post, if appropriate	E	Application form
	Teaching experience to date is high quality and sustained	E	Application form
Knowledge	Knowledge of subject across all key stages	E	Application form/Interview
Skills	Ability to produce accurate work to tight deadlines under pressure	E	Application form
	Ability to communicate clearly in writing and orally to a variety of audiences	E	Application form/ Interview
	Ability to be able to deal sensitively with pastoral issues relating to staff and students	E	Lesson observation
	ICT skills that reflect the impact of technology in today's classrooms	E	Application form/ Interview
Attitude	Commitment to the St Martin's School vision	E	Application form/Interview