

**PERSON SPECIFICATION: TEACHER OF ENGLISH**

**The following criteria will be used when short-listing and interviewing candidates:**

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|  | **Essential** | Desirable (but not essential) | Evidence |
| **1. Qualifications** | Qualified to degree level.  Qualified to teach and work in England. | Further relevant qualifications/study | Application & Interview  Application & Interview |
| **2. Previous experience** | Recent, relevant experience of secondary teaching in a school with a culturally and socially diverse student population.  Experience of teaching English at Key Stage 3 and 4.  Experience of reflecting on and improving teaching practice to increase student achievement.  Experience of implementing effective strategies for managing pupil behaviour in an ‘Inclusive’ environment | At least two years working in the secondary sector.  Experience of teaching English at A-Level.  Experience of highly innovative curriculum development and teaching practice. | Application & Interview  Application & Interview  Application & Interview  Application & Interview  Application & Interview |

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|  | **Essentia**l | Desirable (but not essential) | Evidence |
| **3. Knowledge and Skills** | Evidence of being a skilled learning and teaching practitioner.  Up-to-date knowledge of recent curriculum developments and initiatives.  Excellent verbal and written communication skills  Excellent IT skills including the ability to use a range of standard Microsoft packages  Excellent interpersonal skills including listening, negotiation, persuasion and direction  Good team working skills  Ability to work with and motivate a variety of people, including students, parents, staff.  A working knowledge of the statutory requirements of legislation affecting the teaching profession (including relating to SEN, Health and Safety, Child Protection and Equal Opportunities). | Recent advanced subject specific CPD | Application, Interview and Lesson Observation  Application, Interview and Lesson Observation  Application & Interview  Application, Interview and Lesson Observation  Application & Interview  Application & Interview  Application & Interview  Application & Interview  Application & Interview |
| **4. Personal Attributes** | Ability to inspire trust and empower others  Confidence, energy and enthusiasm  Stamina and determination - a willingness to go ‘above and beyond’  Drive and ambition | A clear determination to view this post as the first rung to further promotion. | Application & Interview  Application & Interview  Application & Interview  Application & Interview |
| **5. Equal Opportunities** | Commitment to the pursuit of anti-discriminatory practice |  | Application & Interview |