

**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 & InterviewApplication & 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 & InterviewApplication & InterviewApplication & InterviewApplication & InterviewApplication & 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 ObservationApplication, Interview and Lesson ObservationApplication & InterviewApplication, Interview and Lesson ObservationApplication & InterviewApplication & InterviewApplication & InterviewApplication & InterviewApplication & 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 & InterviewApplication & InterviewApplication & InterviewApplication & Interview |
| **5. Equal Opportunities**  | [ ] Commitment to the pursuit of anti-discriminatory practice |   | Application & Interview |