**PERSON SPECIFICATION**

**POST: Teacher of English SCHOOL: St Aidan's Church of England High School, Harrogate**

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| **FACTOR** | **ESSENTIAL** | **DESIRABLE** | **MEANS OF ASSESSMENT** |
| **Qualifications and Training** | * Enhanced disclosure with DBS * Relevant degree * Qualified Teacher Status or about to complete a course leading to recognised Teacher Status (PGCE/QTS) | * English Literature/Language degree | Application form  Relevant documentation  Interview  References |
| **Professional Experience** | * Successful experience teaching English at KS3 and KS4 * Knowledge and experience of using a variety of teaching strategies * Knowledge and experience of using differentiation to ensure success for all | * Successful experience of teaching English at KS5 * Experience and success using a range of teaching strategies to raise standards * Experience of and success using differentiation to ensure success for all * Experience of assisting as a form tutor | Application form  Interview  References |
| **Skills, Knowledge and Aptitudes** | * Excellent subject knowledge * A strong classroom presence * Ability to plan, prepare and teach effective and engaging lessons * A commitment to active learning techniques * Ability to continually inspire and motivate students to improve standards and achieve excellence * Ability to use ICT proficiently in the teaching of English | * An ability to show initiative in helping the promotion of English outside the classroom * Creative interest in developing the use of ICT and the VLE in the teaching of English * Able to contribute to department’s KS3-5 teaching and learning resources | Interview  Lesson observation  References |
| **Personal Qualities** | * A commitment to contribute to the spiritual, moral, social and cultural life of the wider school community * Genuine passion for the subject and a belief in the potential of every student * Excellent communication, organisational and interpersonal skills * Be able to work in a large and diverse team where ideas are shared and developed together * Professional values in personal conduct and presentation * Integrity, discretion and a sense of fairness * A sense of humour | * Ambition – with a desire to take on responsibility in due course for aspects of teaching and learning within the department or in other areas in school | Interview  Lesson observation |