**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 formRelevant documentationInterviewReferences |
| **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 formInterviewReferences |
| **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
 | InterviewLesson observationReferences |
| **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
 | InterviewLesson observation |