

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION & QUALIFICATIONS	<ul style="list-style-type: none"> • A relevant degree • PGCE or equivalent • Qualified teacher status 	<ul style="list-style-type: none"> • Evidence of relevant CPD and impact on learning outcomes for staff or students • 2:1 or better at degree level 	<ul style="list-style-type: none"> • Application • Interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to teach English to Key Stage 4 and ideally KS5 • An understanding of what students find hard in your subject and an ability to make difficult concepts accessible. • Ability to be an imaginative and innovative teacher • Excellent organisational and communication skills • Ability to liaise effectively with parents and carers • Ability to prioritise effectively 	<ul style="list-style-type: none"> • Evidence of the ability to lead subject related enrichment activities e.g. fieldwork 	<ul style="list-style-type: none"> • Application • Interview • Lesson Observation
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> • An excellent understanding of what constitutes effective assessment • Evidence of using assessment to highlight knowledge gaps and enhance progress and sharing findings with other relevant staff • Knowledge of current curriculum developments and their implications • Having the nous to match the right vehicle to the intended outcome • A thorough understanding of issues relating to Safeguarding 	<ul style="list-style-type: none"> • Experience of teaching GCSE and A Level an advantage • Sound understanding of the professional standards for teachers • A knowledge of what current research is saying might work in classrooms 	<ul style="list-style-type: none"> • Application • Interview • Lesson Observation
CORE QUALITIES	<ul style="list-style-type: none"> • Courage: to remain constructively discontent with your own levels of mastery • Honesty: to be accountable for your own actions and inactions and learning from your outcomes • Determination: to be insatiably curious and taking joy in reaching your professional goals • Humour: to remain positive and keep things in perspective • Kindness: to collaborate in order to create a culture of professional generosity 	<ul style="list-style-type: none"> • Team player willing to actively participate in an engaged English department 	<ul style="list-style-type: none"> • Interview