This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Relevant Degree * Qualified Teacher Status | * Evidence of further study in a relevant field |
| **Knowledge and Experience** | * The ability to teach English to KS3 and KS4 * The ability to teach at least one type of English A Level to KS5 * Experience working in a school’s pastoral system including acting as a tutor * Demonstration of highly effective approaches in the classroom that lead to excellent student outcomes and the development of innovative teaching and learning strategies * The ability to monitor and analyse performance data to inform improved practice * Participation in professional development | * Recent teaching experience in a mixed comprehensive school * Experience of leading an aspect of development , teaching and learning, curriculum or achievement * Participation in significant Middle Leader training |
| **Abilities and aptitudes** | * The ability to maintain excellent standards of work and conduct in the classroom * The ability to lead a team to ensure the highest standards of teaching and learning across the faculty. * An innovative approach to teaching and learning. * Outstanding communication, organisation and ICT skills * The ability to monitor and evaluate practice within the faculty to ensure the effective implementation of departmental improvement plans, performance management, learning strategies and initiatives * A commitment to raise standards by challenging poor performance in a sensitive and supportive way * A proactive team worker who recognises their responsibility to themselves and to their colleagues to develop further the aims of the school through participating in curriculum design and development work and working with students and their parents/carers as partners * Participation in a range of extra-curricular activities * A willingness to actively promote good student behaviour in public spaces and lessons | * The ability to lead whole school training on aspects of teaching and learning * The ability to support colleagues in other schools in developing their teaching skills * Experience of coaching /collaborative learning/peer mentoring |

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| **Educational Vision and Values** | * A willingness to work in a Christian community and to support the school’s ethos, including organising or contributing to daily acts of worship |  |
| **Personal Qualities** | * Personal integrity and sensitivity * An enthusiasm to inspire students and their parents/carers * Meet the Fitness to Teach standard * Organisational ability | * Innovative * Good sense of humour |