PERSON SPECIFICATION

DOL - English

Job Requirements	Essential	Desirable	Evidence
Qualifications	• Qualified Teacher Status • First degree in specialist subject	• Postgraduate qualification • Evidence of continual professional development	PD / INT
Experience	• Experience of teaching specialist subject at two different key stages • A proven track record of raising standards for pupils of all abilities in a challenging environment. • Use of innovative approaches to development of teaching and learning, including the innovative use of ICT • Monitoring and evaluating the quality of departmental work • Experience of contributing to development planning and to the process of continuous review and evaluation • Experience of providing a positive and supportive presence in the daily operations of the school		AF / INT
Knowledge/Skills/Abilities	• Thorough knowledge and understanding of current curriculum developments and how students learn • Leads by example and 'walks the talk' • Ability to analyse and interpret pupil performance data and set challenging, but realistic targets. • Can act as a mentor and role model to other members of the department or school • Ability to ensure an ethos and structure for managing behaviour which enables all pupils to achieve • Ability to work effectively as part of a school team and with students and parents		AF / INT / REF

Personal Attributes	• A passion for teaching		INT/LO
Commitment	• To using the Academy's independence to develop innovative practice and transform learning • To raising standards • To working in partnership with other local schools and the wider community • To working in a multi-ethnic environment promoting social cohesion and challenging social barriers to progress • To equality, principles and practice • To the success of the Academy and of its students • To maintaining the caring and supportive ethos of the Academy • To the safeguarding of children and young people	Commitment extra-curricular activities	AF / INT / REF
Equality Issues	• Demonstrable knowledge and understanding of equality issues and legislation		INT
Other Requirements	• Ability to work under pressure • Ability to prioritise • Ability to accept responsibility for problems that may arise and actively seek solutions • Excellent interpersonal & communication skills • ICT literate in Windows software	Willingness to 'go the extra mile'	REF

Key: AF – Application Form, INT – Interview, LO – Lesson Observation, REF – Employment Reference, PD – Candidate production of documents