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PERSON SPECIFICATION – Teacher of English

Experience and qualifications

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|  | ESSENTIAL | DESIRABLE | SOURCE |
| Qualified teacher status or equivalent | \* |  | Application |
| Experience of working with young people in a classroom environment | \* |  | Application |
| Experience of supporting \ running whole Academy initiatives & staff training |  | \* | Application/Interview |
|  A good degree (2:2 or above) in relevant subject | \* |  | Application |
| Proven track record of outstanding classroom teaching | \* |  | Reference/application/ Lesson observation |
| Can evidence capability to consistently deliver good or outstanding lessons where students make good or better progress. | \* |  | Reference/application |
| Evidence of developing pedagogy to colleagues.  |  | \* | Interview |

**Skills and abilities**

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|  | ESSENTIAL | DESIRABLE | SOURCE |
| Team player | \* |  | Reference/application/ interview |
| Good ICT, literacy and numeracy skills | \* |  | Lesson observation/ application |
| Good interpersonal skills | \* |  | Lesson/interview |
| Good personal organisation  | \* |  | Presentation/reference |
| Enthusiastic approach to teaching and learning | \* |  | Lesson observation |
| Ability to cope under stress | \* |  | Reference |
| Ability to see and articulate bigger picture |  | \* | Interview |

### Knowledge and attitudes

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|  | ESSENTIAL | DESIRABLE | SOURCE |
| Ability to teach English across 16 – 18 age range |  | \* | Application |
| Ability to teach English across 11 – 16 age range | \* |  | Application |
| Thorough knowledge of specialist subject | \* |  | Reference/interview |
| Experience of teaching all abilities |  | \* | Reference/application |
| Willingness to learn and develop | \* |  | Interview |
| Enthusiasm | \* |  | Lesson/interview |
| Have a commitment to promoting and safeguarding the welfare of children | \* |  | Reference/interview |
| Forms good relationships with students and staff | \* |  | Interview |
| Self-motivated | \* |  | Interview |
| Sense of humour | \* |  | Application/Interview |
| Tenacious | \* |  | Reference |
| Creative solutions to problems | \* |  | Reference/interview |
| Personal commitment to CPD | \* |  | Application\Interview |
| A willingness to deliver and participate in extra-curricular activities | \* |  | Application/Interview |
| Good attendance record | \* |  | Reference/application |
| Commitment to subject and Academy | \* |  | Interview |
| Good understanding of issues regarding improving teaching and learning | \* |  | Interview |