



**PERSON SPECIFICATION – Second in English**

Criteria		Essential	Desirable	Assessed by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Honours degree</li> <li>Qualified Teacher Status or equivalent in specialist area</li> <li>Further study – higher or professional qualification</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	Application Form Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven recognition of successfully teaching GCSE English across the whole ability range (minimum of two years' teaching experience)</li> <li>Experience of teaching KS5 English</li> <li>To be an acknowledged good to outstanding practitioner</li> <li>The ability to clearly demonstrate a clear understanding of the characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement of all students</li> <li>Understanding of data and its necessity in the work of a classroom practitioner</li> <li>Evidence of effective tracking and monitoring and of intervention strategies that positively impact on student achievement</li> <li>A good understanding of external examination requirements</li> <li>Experience of successfully teaching students with challenging behaviour</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	Application form / references / interview
<b>Relationships</b>	<ul style="list-style-type: none"> <li>Ability to gain the confidence, trust and respect of students and colleagues and build successful working relationships at all levels</li> <li>Can demonstrate high standards of classroom management and discipline in a consistent manner</li> <li>Ability to liaise sensitively and effectively with parents and carers recognising their role in their child's education.</li> <li>Understanding of the importance of links with KS2</li> <li>Ability to direct and oversee the work of non-teaching support staff in your classroom</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		Application form / references / interview
<b>Students</b>	<ul style="list-style-type: none"> <li>Evidence that the candidate perceives that the role of the academy is to provide effectively for <b>all</b> of its learners through identifying individual needs and providing appropriate teaching</li> <li>The ability to guide students' academic, personal and professional development, as a tutor, in accordance with the academy's guidelines and procedures</li> <li>High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements</li> <li>Ability to build and maintain positive working relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		Application form / references / interview

<b>Curriculum</b>	<ul style="list-style-type: none"> <li>• Clear evidence of current knowledge and views in subject and curriculum development</li> <li>• Specialism of English and English Literature</li> <li>• Ability to plan for progression and implement developments effectively</li> <li>• Ability to review, evaluate and implement schemes of work and syllabus</li> <li>• A good working knowledge of assessment for learning processes and practices</li> </ul>	<p style="text-align: center;">✓ ✓ ✓ ✓ ✓</p>		Application form / references / interview
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Communicate effectively both verbally and through various media formats with all stakeholders</li> <li>• High order ICT skills</li> <li>• Ability to articulate your vision and secure commitment from others</li> <li>• Think creatively and imaginatively to anticipate and solve problems and identify opportunities</li> <li>• Consistently meet deadlines</li> <li>• Set standards and be a role model for students and staff</li> </ul>	<p style="text-align: center;">✓ ✓ ✓ ✓ ✓ ✓</p>		Application form / references / interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Recognition of leadership potential</li> <li>• Adaptability and flexibility to respond to the school's changing demands and development</li> <li>• Self-confident and can take difficult decisions, having an inner strength and resilience</li> <li>• Open to advice and constructive criticism</li> <li>• Presence, dynamism, good sense of humour and approachability</li> <li>• Excellent organisational and time management skills</li> <li>• High levels of integrity</li> </ul>	<p style="text-align: center;">✓ ✓ ✓ ✓ ✓ ✓</p>		Application form / references / interview
<b>Customer Service</b>	Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users.	<p style="text-align: center;">✓</p>		Application form / references / interview
<b>Valuing Diversity</b>	Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage.	<p style="text-align: center;">✓</p>		Application form / references / interview
<b>Developing Self and Others</b>	Ability to question, and request right training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. And to support others' learning and share learning with others. Able to improve their own practice through observations, evaluations and discussion with colleagues.	<p style="text-align: center;">✓</p>		Application form / references / interview

<b>Work Related Circumstances – Professional Values and Practices</b>	<ul style="list-style-type: none"> <li>• A positive attitude to broad aspects of Academy life and contributions to new initiatives and developments</li> <li>• Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work</li> <li>• Displays a commitment to safeguarding and promoting the welfare of children and young people and expects others to share this commitment</li> <li>• Good professional standard of dress and personal presentation and high expectation of others</li> </ul>	✓ ✓ ✓ ✓		Application form / references / interview
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**Date Person Specification prepared/updated:**

January 2018

**Person Specification prepared by:**

R Lucas /C Wilkinson