

**Barnsley Academy - Person Specification**

**English Teacher**

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| **Essential Criteria** | **Necessary Requirements – skills/knowledge/experience etc.** | **Method of Assessment** |
|  | Qualified to degree level and above  | A, I, C |
|  | Qualified to teach in the UK | A, I, C |
|  | Right to work in the UK | C, I |
|  | Experience of raising attainment in English | A, I, C |
|  | Experience of improved practice following feedback | A, I |
|  | Experience of teaching English in the secondary age sector to at least GCSE level | A, I |
|  | High expectations in self and others | A, I, P |
|  | A desire to contribute to the department to ensure progress of every student  |  |
|  | A genuine passion and a belief in the potential of every student | A, I |
|  | Commitment to the safeguarding and welfare of all pupils | A, I |
|  | Up to date with latest English curriculum developments and assessment requirements | A, I |
|  | Effective behaviour management, with clear boundaries, sanctions, praise and rewards | A, I |
|  | Good planning, organisational and communication skills | A, I |
|  | Resilience, motivation and commitment to driving up standards of achievement for all students | A, I |
|  | Commitment to regular ongoing professional development to improve practice |  |
|  | A role model to students, parents and other staff | A, I |
|  | Is aware of and complies with policies and procedures relating to security, confidentiality and data protection within a school setting | A, I |
|  | Knowledge of Local and National policies/initiatives including: * Every Child Matters
* Child Protection & Safeguarding children
* The Inclusion Agenda
* Equal opportunities
* Health and Safety
* Customer Care

and understanding the role and relevance of each | A, I |
|  | Has undertaken or be willing to undertake training in the safe and positive handling/physical intervention of students | A, I |
|  | Is able to demonstrate initiative to find solutions to complex problems | A, I |
|  | Has an understanding of inclusion and how it applies in a school setting  | A, I |
|  | To be prepared to work flexibly as determined by the needs of the Academy  | A, I |
|  | Has a willingness to undertake further training and development | A, I |
| **Essential Criteria** | **Personal skills and qualities** | **Method of Assessment** |
|  | Honesty and ability to self-evaluate | A, I |
|  | Motivated to continually improve standards and achieve excellence | A, I |
|  | Has a commitment to high quality outcomes | A, I |
|  | Committed to the safeguarding and welfare of all pupils | A, I |
|  | Passionate belief in the potential of every student | A, I |
|  | Strong personal skills, including excellent written and oral communication skills | A, I |
|  | Strong organisational skills | A, I |
|  | Ambitious, confident and optimistic | A, I |
|  | Resilient and determined | A, I |

**Method of assessment**

**A =** Application form**, C =** Certificate**, I** **=** Interview**, P =** Presentation