



# ALL SAINTS RC SCHOOL

Diocese of Middlesbrough  
Head Teacher: Mrs S L Keelan-Beardsley

## Person Specification

### KS3 Lead English

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Qualified teacher Status (A) <ul style="list-style-type: none"> <li>To be able to teach English Language and or Literature up to 'A' level. (A,I)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>A good Honours Graduate with a record of continuing professional development. (A)</li> </ul>
Experience	<ul style="list-style-type: none"> <li>To have knowledge of and confidence in the use of pupil performance data (A,I)</li> <li>Understanding of strategies to raise achievement across Key Stages (A, I)</li> <li>To have experience of successful interventions to raise achievement (A, I)</li> <li>To have a good knowledge of current educational issues and initiatives. (A, I)</li> <li>To be able to work with other adults including outside agencies. (A, I)</li> <li>To display enthusiasm and an ambitious vision for English education (L, I)</li> <li>To have an understanding of safeguarding. (I)</li> </ul>	<ul style="list-style-type: none"> <li>Successful involvement in whole school development initiatives. (A, I)</li> <li>Delivery of a range of qualifications (A, I)</li> <li>Evidence of the use of data and self-evaluation to inform change.</li> </ul>

	<ul style="list-style-type: none"> <li>To be ICT literate, making appropriate use of IT as a teaching and management tool. (A)</li> </ul>	
Leadership	<ul style="list-style-type: none"> <li>To have evidence of successful leadership and improvement (A,I)</li> <li>To have an understanding of leading, managing and motivating a team of staff (A, I)</li> <li>To have made a positive difference within a previous post and be able demonstrate how impact was achieved. (A,I)</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of the use of data and self-evaluation to inform change.(A,I)</li> <li>To be able to self-manage and show proactive capability(A,I)</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>To support and contribute to the school's Catholic Ethos. (I)</li> <li>To be flexible and versatile and be able to demonstrate excellent communication and interpersonal skills (I,)</li> <li>To be able to gain the confidence of and have excellent working relationships with colleagues and students. (I, L)</li> <li>To be self-reflective, with the ability and desire to improve own performance. (A, I)</li> <li>To be able to effectively lead a team. (A,I)</li> <li>To have high personal standards - dress, conduct and presentation. (I)</li> <li>To be a professional role model for the school values and ethos. (A,I)</li> </ul>	<ul style="list-style-type: none"> <li>Self-aware and self-reflective (A, I)</li> <li>Dedication to improving standards (A, I)</li> <li>A desire for career progression (A, I)</li> <li>Coaching and mentoring experience (A, I)</li> </ul>

The post is subject to enhanced CRB clearance.

**Key:**        **A = Application**                      **I = Interview**                      **L = Lesson**