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| **Category** | **Essential** | **Desirable** |
| **Qualifications and Training** | * Graduate * Qualified Teacher Status or NQT * Ability to teach English Language and Literature to KS3 and KS4 level * Knowledge and understanding of the latest developments in English teaching across all key stages | * A desire to undertake further CPD qualifications appropriate to the role * Ability to teach Language/Literature to A Level standard |
| **Experience** | * A successful classroom teacher or NQT with the ability to become a successful classroom teacher * Clear understanding of the different skills in English * Knowledge of teaching and learning strategies to become an outstanding practitioner * A passion for literature and how it can inspire and promote progress in English * Experience of teaching across the ability range | * Evidence of extra-curricular activities within English * Experience of standardisation and moderation procedures * Experience of contribution/involvement in CPD |
| **Expertise** | * In teaching English across the age and ability range at Key Stage 3, Key Stage 4 & possibly Key Stage 5; possible experience of teaching Drama and Media too as discrete subjects |  |
| **Personal Qualities & Skills** | A range of personal qualities relevant to the post, including the following:   * Team player * Can use initiative * Hard working * Organisational and planning skills * Energy and creativity * Good inter-personal skills * Humour * Flexibility * Self-reflective and willingness to improve |  |

**It is the policy of the Academy to appoint newly qualified teachers on a one year temporary**

**contract initially, pending successful completion of their induction year.**