



PERSON SPECIFICATION EAL TEACHER

Please provide evidence for the criteria detailed in the Person Specification in the application form and supporting statement.

ESSENTIAL EXPERIENCE

- Proven excellence as a classroom practitioner
- Teaching across the age and ability range
- Successful track record in supporting EAL students
- Evidence of successful experience of raising standards and ensuring EAL students make progress
- Knowledge of and experience in using proficiency language levels in identifying and assessing pupils needing EAL support
- Supporting of staff through training to enable EAL students to access the curriculum and make progress
- Ability to function as an effective member of a team
- Application of ICT to learning
- Effective approach to behaviour management
- Experience of meeting the needs of bilingual learners at various levels of developing English competence
- Clear evidence of raising EAL student achievement.

DESIRABLE EXPERIENCE

- Experience in devising individual or group programmes of support for EAL learners at varying levels of English development
- Experience of teaching in a multi-cultural environment
- Development of staff within a department
- Establishing links with the LA and other bodies relevant to the role.

QUALIFICATIONS AND TRAINING

ESSENTIAL

- Graduate specialist with qualified teacher status
- Evidence of continuing professional development.

DESIRABLE

- Knowledge and experience of teaching EAL through TEFL/CELTA
- Qualified in TELF/CELTA equivalent.

SKILLS AND ATTRIBUTES

- Ability to motivate and promote effective relationships
- Ability to foster an efficient, positive, happy department
- Excellent communication skills verbally and in writing - in English (and other language if bi-lingual)
- Sensitivity to empathy with the needs of others
- Commitment to quality and professionalism
- Personal integrity
- Commitment to high standards and high expectations for both colleagues and students
- Resilience and the ability, under pressure, to manage stress levels and to maintain professionally detached and balanced judgement
- Commitment to aspire to excellence both personally and as a member of a team.

KNOWLEDGE AND UNDERSTANDING

- Sound knowledge and experience of working a secondary school context with knowledge of the national curriculum GCSE and A level
- Familiarity with current education legislation and issues and the implications for implementation
- Ability to monitor and review, analyse, use data, and make strategic decisions to improve learning
- Implication of the Code of Practice for Special Educational Needs for teaching and learning in English and EAL.