

Person Specification



1. A commitment to the value of English as an important element in the personal development of young people.
2. The ability to teach English Language and Literature to the highest level of attainment in KS3 and KS4. A contribution to other areas in the English curriculum would be an additional advantage but is not essential.
3. A commitment to developing personal expertise in teaching all aspects of English and the drive to keep abreast of new ideas and approaches.
4. An innovative approach to creating a positive learning environment, using a range of teaching and learning strategies and approaches (including the incorporation of Citizenship, Literacy and Numeracy).
5. Proven ability in the use of ICT in the classroom and some knowledge of the use of interactive white boards would be desirable.
6. An enthusiasm for teaching and learning and the ability to communicate this to children.
7. The ability to work with students at all ability levels and take action to enhance their students.
8. The capacity to work within the English team and make contributions to the development of schemes of work, resources and to extra curricular activities.
9. A willingness to represent the English Department in cross-curricular working parties and work with outside organisations in order to enrich the experience of students.
10. A commitment to participating in the enhancement of the learning environment through displays that positively reinforces students' work.
11. The willingness to make a contribution as a tutor.
12. A sense of humour.

| <u>Attributes</u> | Essential | Desirable |
|---|---|---|
| Qualifications | A good Honours Degree. | The desire to further knowledge through relevant courses or a further degree. |
| Teaching experience | A successful PGCE year. A portfolio of relevant resources showing teaching and learning strategies. | The ability to teach Media would be an advantage. Form tutor experience. |
| Personal qualities and other relevant experience | Effective communicator. The ability to engender enthusiasm for learning. | |
| Skills | The use of ICT in lessons and for personal documentation. The ability to display students work. | An understanding of the use of interactive whiteboards. |
| Job-related personal skills | Contribute to SOW, assessments and resources. Attend cross-curricular meetings representing the views of the English team. | |
| Special working conditions | To be an effective team member and have a sense of humour. | |

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.