

PERSON SPECIFICATION
JOB TITLE: Teacher of English

	Essential Attributes	Desirable Attributes	Assessed by
Qualifications/ Training	Appropriate degree and/or professional qualification.	Post qualification training. Attendance at relevant subject specific courses.	Application form.
Application	Well written application form and letter. Careful and accurate presentation. Application addresses post description and specification.		Letter of application and application form.
Personal presentation and health	Presentable. Conveys interest and enthusiasm. Good attendance/health.		Interview References
Experience and skills	Has experience of 2 Key Stages. Has a sound knowledge of National Curriculum requirements in English. Understanding of the essentials of a well taught lesson. Understanding and experience of the ways ICT can enhance learning. Experience of Comprehensive Education.	Skills and experience in 'A' Level teaching, in Literature, and/or Media. Experience of working with the Secondary National Strategy, including APP. Evidence of students making progress at KS4, above the national average Understanding of the demands of working in a multi-cultural, inner-city environment.	Application Form Interview Interview/observation of lesson Application/interview/observation of lesson Application form, references and interview
Motivation	Evidence of desire to extend professional development. Ability to use initiative.	Has a career plan.	Application/interview References
Attitudes and temperament	Ability to form good relationships with children, parents and adults connected to the school. Willingness to enter into the life of the school. Ability to handle a situation calmly and confidently. Ability to be self-critical and to accept advice. Enthusiasm and willingness to be enterprising and to innovate. A sense of humour.	Evidence of ability to learn from experience. Experience of pastoral work.	Reference Application, reference and interview Application form and reference Reference Interview and reference Interview
Safeguarding	Commitment to the 'Every Child Matters' agenda, including Safeguarding. Must satisfy all appropriate checks e.g., List 99, DBS (formerly CRB).		Application and interview Application