

Person Specification – Teacher of English (Maternity Cover)

Responsible to: Head of English/Headteacher

The successful applicant will demonstrate the following experience, skills and characteristics:	Stage of recruitment process at which criteria will be measured:				
	Essential / Desirable	Application Form / Supporting Statement	Interview	Lesson	References

Experience:

• To have successful teaching experience in a culturally diverse secondary school	D	✓	✓	✓	✓
• To understand the requirements of the National Curriculum for English	E	✓	✓		✓
• To have experience of working with mixed ability students	D	✓	✓	✓	✓
• To have excellent knowledge and understanding of what constitutes exceptional teaching and learning in order to raise standards	E	✓	✓	✓	

Qualifications / training:

• To have a degree in English	E	✓	✓		
• To have a Qualified Teacher of English (PGCE or equivalent) or in training for QTS	E	✓	✓		

Knowledge / Skills:

• To be aware of the requirements of the National Curriculum	E	✓	✓	✓	
• To be aware of the demands of GCSE English Language/Literature	E	✓	✓	✓	
• To have excellent communication skills (both oral and in writing) – the ability to make points clearly and confidently, providing information and advice in accurate spoken English, and able to understand the views of others	E	✓	✓	✓	
• To be a good administrator and organiser	D	✓	✓		
• To have excellent literacy skills, including proficiency in accurate written and spoken English	E	✓	✓	✓	
• To have good numeracy skills (e.g. GCSE Mathematics)	E	✓	✓	✓	
• To be able to differentiate work	D	✓	✓	✓	✓

Personal Characteristics:

• To be punctual, reliable, and well organised	E	✓	✓		✓
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• To have the ability to work productively individually and alongside a team of professionals	E	✓	✓	✓	✓
• To be innovative and energetic	E	✓	✓	✓	
• To be willing to participate fully in extra-curricular activities including English study support and homework clubs	E	✓	✓		✓
• The ability to enthuse students across the ability range	E	✓	✓	✓	
• To have an awareness of and a commitment to equal opportunities	E	✓	✓		
• To have a commitment to safeguarding and promoting the welfare of children, young people and adults	E	✓	✓		
• You have an awareness and adherence to relevant health & safety regulations and policies	E	✓	✓		
• To have a commitment to continuous professional development for self and others	E	✓	✓		✓
• To have a growth mind-set and a 'can do' attitude	E	✓	✓	✓	

Applicants who fail to adequately address relevant criteria in their application form and supporting statement will not be considered.