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| Teacher of English | | |
| Person Specifiation | | |
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| **Requirement** | **Essential (E)**  **Desirable (D)** | **Process** |
| Relevant degree and teaching qualification in English | E | Proof of documentation at interview |
| Effectiveness as an English Teacher | E | Sample lesson  References |
| A proven record of achieving high success in student achievement at KS3/KS4 English | D | Reference |
| Thirst for reviewing and developing teaching and learning strategies | E | Application form  Sample Lesson  Interview  References |
| Infectious enthusiasm in the classroom and around school | E | Sample Lesson  Interview  References |
| Ability to develop independent learning and enquiry skills in students | E | Sample Lesson  References |
| Excellent classroom management and organisation | E | Sample Lesson  References |
| Awareness of the principles of Assessment for Learning | E | Application form  Sample Lesson  Interview  References |
| Understanding of the importance and effective use of school tracking and reporting systems | E | Application form  Interview  References |
| Ability to accurately assess and predict student progress | D | References |
| An understanding of how data may be used to monitor and improve pupil performance | D | An understanding of how data may be used to monitor and improve pupil performance |
| Awareness and commitment to the personalised learning agenda | E | Application form  Sample Lesson  Interview  References |
| ICT literate and a willingness to further develop their skills | E | Application form  References |
| Ability to form effective and appropriate professional working relationships with young people with clear boundaries | E | Interview  References  Sample Lesson |
| Ability to develop appropriate use of authority within an ethos of mutual respect in accordance with the Behaviour Policy | E | Application form  Sample Lesson  Interview  References |
| Emotional resilience in dealing with the challenges of the role | E | Application form  Sample Lesson  Interview  References |
| A genuine passion for education | E | Application form  Interview  References |
| Evidence of relevant, recent Continued Professional Development | D | Application from  References |
| A commitment to the Aims and Vision of the school, the School Development Plan and the Faculty Development Plan | E | Application form  Sample Lesson  Interview  References |
| A willingness to undertake further training and professional development | E | Application form  Interview  References |