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| **new logo.JPGBacon’s College**  **Teacher of English**  **Main Scale Pay Spine**  **Person Specification** |

Reporting to: Curriculum Leader of English

The College is seeking to appoint someone who has the necessary breadth of experience and expertise to fulfil successfully the role of Teacher of English. It is essential, therefore, that the successful candidate is familiar with the DfE Teachers’ Standards (2011), and demonstrates that he or she already possesses enough of the knowledge and professional qualities contained within these standards to be able to deliver high quality teaching and learning as a part of the History Department at Bacon’s College. The essential knowledge, skills and personal capabilities that relate to the specific responsibility of the vacancy are listed below.

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| QUALIFICATIONS | To have a Qualified Teacher Status, with subject specialism(s) related to the area of responsibility.  Ability to teach across KS3 & 4 | Further professional qualifications related to management and/or education  Appropriate in-service training/CPD |
| EXPERIENCE | A track record of success in learning and teaching of English.  Involvement in   * shaping and implementing the vision of the English department; * developing and implementing departmental policy and practice * Scheme of Work/Lesson Plan development. | Involvement in curriculum initiatives and extra-curricular developments |
| KNOWLEDGE AND SKILLS | * Knowledge of curriculum developments and opportunities in English * Ability to articulate characteristics of effective teaching and learning with evidence of good practice * Good classroom management technique * Knowledge and understanding of effective assessment and its contribution to learning and progression * Understanding and experience of raising attainment strategies and improvement planning at a departmental level * The ability to use data to evaluate student performance and take effective action on the basis of this data * Excellent communication and organisational skills | Excellent ICT skills, and an awareness of its potential within the academy  Knowledge and understanding of current Teaching & Learning issues relevant to the needs of the academy  Able to express a vision for subject development  Able to use new technologies in the teaching of English |
| PERSONAL QUALITIES AND CHARACTERISTICS | A person who:   * Is committed to an ethos of high standards, personal fulfilment and academic success * Has a capacity to inspire through a love of teaching * Has an ability to relate well to the whole community * Has energy, stamina and determination * Has a genuine commitment to equal opportunities and inclusion. * An ability to establish positive and sensitive interpersonal relationships within the community * An ability to be a team player * An ability to plan time effectively and meet required deadlines * A commitment to promote fundamental British Values. | Involved in educational developments beyond what is required.  Eager to acquire further skills and career enhancement  An awareness of whole Academy issues  An understanding of accountability  Eager to acquire further skills and career enhancement |