 Great Wyrley High School

**Teacher of English -** *Person Specification*

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| **Professional qualification** | * QTS (secondary) * Good Honours degree in English | * Post graduate qualification * Recent CPD experience * Appropriate professional training or networking further to basic teaching qualification * Ability to identify own training needs | * Application form |
| **Experience** | * Substantial successful teaching experience across the 11-16 age * A proven track record of success of raising achievement * Ability to teach up to KS4 in specialism * An outstanding classroom practitioner who is able to inspire students with an enthusiasm for learning * A proven track record in supporting students of all abilities to make excellent progress * Ability to establish and maintain high standards with a track record of achievement at KS3 and KS4 and in examinations * Planning of lessons / schemes of work in line with the demands of an examination syllabus * Evidence of raising student achievement in ENGLISH * Evidence of effective positive behaviour management | * Substantial successful teaching experience across the 11-18 age * Ability to teach up-to A-Level * Pastoral experience e.g. as a form tutor | * Application form * References * Interview |
| **Knowledge and Skills** | **Knows about**:   * What great teaching and learning looks like and strategies that will improve teaching and learning * How to analyse and evaluate data to inform action and department development planning * Monitor and evaluate performance, through curricular quality assurance * Assessment of and Assessment for Learning   **Has:**   * Excellent communication skills * Excellent subject knowledge and awareness of current developments * High expectations of students and the ability to ensure that all students’ needs are met * The ability to build positive relationships with colleagues, students and parents * Good decision making skills * Good ICT, interpersonal and communication skills * Ability to prioritise and use time effectively * Ability to use AFL strategies to raise attainment * Ability to reflect constructively on effectiveness of lesson * Understanding of what motivates, challenges and engages students in order to be successful * A good understanding of the role ENGLISH plays in the development of literacy, numeracy and thinking skills. | * Knowledge of different learning styles * Able to contribute to the writing and implementation of IEPs * Narrowing the gap for groups of students * Knowledge of wider curriculum issues | * Application form * References * Interview |
| **Skills and personal**  **capabilities** | **Is able to:**   * Demonstrate behaviours that inspire and motivate others * Communicate effectively with a range of audiences * Be high profile and accessible around the department and school * Access, analyse and interpret information * Celebrate excellence and challenge poor performance * Foster an open, fair, equitable learning culture * Challenge, influence and motivate students to attain high goals * Prioritise, plan and organise themselves and others |  | * References * Interview |
| **Personal qualities** | **Is committed to:**   * The protection and safeguarding of children and young people * The raising of standards for all in the pursuit of excellence * The continuing learning of all members of the school community * Inclusion , equal opportunities and a willingness to promote spiritual, social, moral and cultural development * The developing and sustaining of a safe, secure and healthy school * Working in the close partnership with staff, parents and other professionals   **Possesses**:   * A love of english * Generosity of spirit * Enthusiasm and commitment * Tact and discretion * Warmth and respect * Resilience and tenacity * Stamina and drive * Integrity and loyalty * A good sense of humour | * A keenness for further professional development * Willingness to participate in whole school extra-curricular activities/events | * Application form * References * Interview |