 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
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| **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
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| **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
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| **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
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| **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
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