

Walsall Academy
PERSON SPECIFICATION: ENGLISH TEACHER

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	<ul style="list-style-type: none"> QTS status • Qualification to the equivalent of degree level in English or a related subject 	<ul style="list-style-type: none"> Further relevant qualification in English 	<ul style="list-style-type: none"> Evidence of paper qualifications
WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS	<ul style="list-style-type: none"> Knowledge and understanding of English at KS3, KS4, and 'A' level of strategies that improve understanding Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students. Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons Ability to reflect on own practice Ability to differentiate tasks appropriately An expectation that students can achieve better than expected outcomes. 	<ul style="list-style-type: none"> Ability to use research evidence to inform and improve teaching 	<ul style="list-style-type: none"> Application letter Evidence from teaching a 20 minute lesson Interview and communication
SPECIALIST KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> Secure knowledge and understanding of the knowledge, concepts and skills in teaching English 	<ul style="list-style-type: none"> Able to make good use of ICT as a learning resource Knowledge of how to give positive and targeted support to students with special educational needs 	<ul style="list-style-type: none"> Application letter Interview questions

<p>PERSONAL SKILLS AND ATTRIBUTES</p>	<ul style="list-style-type: none"> • Determination to encourage the highest quality of learning experience for all students • A commitment to equal opportunities • Ability to establish good and productive working relationships, and work well in a team • Ability to communicate effectively to staff, students, parents, orally and in writing • Ability to meet deadlines • Able to empathise with young people and yet be firm, fair and consistent when dealing with them • Excellent attendance and punctuality • Ability to work in and to lead a team • Enthusiasm, personal dynamism, edge and stamina • Sense of humour and perspective • Ambition • Personal presence 	<ul style="list-style-type: none"> • Ability and willingness to offer extra-curricular activities. 	<ul style="list-style-type: none"> • Evidence from the taught lesson of enthusiasm, empathy with young people, communication • Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons • Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication • Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)
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