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| **Category** | **Essential** | **Desirable** |
| **Qualifications and Training** | * Graduate
* Qualified Teacher Status or NQT
* Ability to teach English Language and Literature to KS3 and KS4 level
* Knowledge and understanding of the latest developments in English teaching across all key stages
 | * A desire to undertake further CPD qualifications appropriate to the role
* Ability to teach Language/Literature to A Level standard
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| **Experience**  | * A successful classroom teacher or NQT with the ability to become a successful classroom teacher
* Clear understanding of the different skills in English
* Knowledge of teaching and learning strategies to become an outstanding practitioner
* A passion for literature and how it can inspire and promote progress in English
* Experience of teaching across the ability range
 | * Evidence of extra-curricular activities within English
* Experience of standardisation and moderation procedures
* Experience of contribution/involvement in CPD
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| **Expertise** | * In teaching English across the age and ability range at Key Stage 3, Key Stage 4 & possibly Key Stage 5; possible experience of teaching Drama and Media too as discrete subjects
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| **Personal Qualities & Skills** | A range of personal qualities relevant to the post, including the following:* Team player
* Can use initiative
* Hard working
* Organisational and planning skills
* Energy and creativity
* Good inter-personal skills
* Humour
* Flexibility
* Self-reflective and willingness to improve
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**It is the policy of the Academy to appoint newly qualified teachers on a one year temporary**

**contract initially, pending successful completion of their induction year.**