**POST OF TEACHER: English**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE IDENTIFIED** |
| APPLICATION | * Fully supported in reference
* Well-structured supporting letter
 |  | * Application Form
* Reference
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| QUALIFICATIONS | * Degree qualification
* Qualified Teacher Status
 |  | * Application form
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| TRAINING | * Evidence of regular participation in Continuing Professional Development
 |  | * Application Form
* Interview
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| EXPERIENCE & KNOWLEDGE | * Ability to demonstrate high standards of classroom practice.
* Experience of teaching in KS3 and 4
* Experience of making a significant impact upon children’s learning and progress
* Experience of tracking, monitoring and assessing pupils to support progression for all learners
 | * Experience of teaching English Language KS5
* Experience of working with parents and outside agencies
* Experience of being a form tutor
* A thorough and up to date knowledge of teaching and wider curriculum developments
 | * Application Form
* References
* Interview
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| SKILLS | * Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners
* High quality and reflective practitioner
* Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement
* Ability to deliver well differentiated lessons to ensure stretch and challenge for all students
* Ability to motivate and enthuse children
* Ability to understand how children learn
* Willing to develop specialist skills and subject knowledge
* Ability to readily establish professional relationships and work as part of a team
* Good organisational and interpersonal skills
* Good written, verbal and ICT skills
 | * Ability to enhance the practice of others
 | * Application Form
* References
* Interview
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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE** **IDENTIFIED** |
|  | * Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies
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| SPECIAL KNOWLEDGE | * Knowledge of the structure and content of the current curriculum in KS3 and 4
* Understanding and knowledge of current issues in education
 | * Knowledge of the structure and content of the current curriculum in KS5
 | * Application Form
* References
* Interview
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| PERSONAL ATTRIBUTES | * Enthusiastic, ambitious and adaptable
* Ability to form and maintain appropriate relationships and personal behaviour with children
* Emotional resilience in working with children with challenging behaviour
* High degree of motivation for working with children and young people and share enthusiasm for the subject
* Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community
* Excellent attendance and punctuality
* Good command of English Language
 | * A commitment to extra-curricular activities
 | * Application Form
* References
* Interview
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| SPECIAL REQUIREMENTS | * Fully supported references
* Suitability to work with children
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**Issues arising from references will be taken up at interview. All appointments are subject to satisfactory reference.**

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure from the Disclosure and Barring service) and pre-employment checks will be undertake before an appointment is confirmed.