**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 |
| QUALIFICATIONS | * Degree qualification * Qualified Teacher Status |  | * Application form |
| TRAINING | * Evidence of regular participation in Continuing Professional Development |  | * Application Form * Interview |
| 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 |
| 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 |  |  |
| 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 |
| 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 |
| SPECIAL REQUIREMENTS | * Fully supported references * Suitability to work with children |  |  |

**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.