**PERSON SPECIFICATION**

**Teacher of English**

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| Attributes Essential Desirable  Education & Qualifications |  | Essential | Desirable |
| Relevant Degree | x |  |
| Teaching Qualification | x |  |
| Evidence of continual Professional Development | x |  |
| Experience of teaching in Secondary |  | X |
| Safeguarding Level 1 (this is an Essential, CH Academy will provide for those who do not have it) | X |  |

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| Attributes Essential Desirable  Experience |  | Essential | Desirable |
| Understanding of strategies to raise standards | x |  |
| Demonstrate and understanding of using comparative data | x |  |
| Sensitivity to the learning needs of all students | x |  |
| Ability to inspire, enthuse and motivate students | X |  |
| A strong belief in the ability of every student to achieve their potential and corresponding commitment to inclusion and pastoral care. | x |  |
| Experience in organising extracurricular activities or enrichment activities | X |  |
| Evidence of the ability to work successfully with student behaviours, rewards, attendance, and behaviour management structures. | X |  |
| Able to work effectively under pressure and to keep to specified deadlines | X |  |
| Experience of, delivering high quality outcomes for students through collaborations with parents, staff, and the community. | X |  |
| Proven track record of highly effective secondary school leadership |  | X |
| Excellent classroom practitioner | X |  |

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| Attributes Essential Desirable  Knowledge |  | Essential | Desirable |
| Excellent understanding of how to use systems and structures to monitor students’ behaviour and attitudes, attendance, academic progress. | X |  |
| Knowledge of effective strategies to improve behaviour and attitudes and academic progress of all students. | x |  |
| Knowledge of Sims |  | X |
| Knowledge of relevant safeguarding/ child protection legislation and Keeping Children Safe in Education | X |  |
| How to use CPOMS |  | X |
| Knowledge of assessment  techniques and the monitoring of pupil progress | X |  |

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| Attributes Essential Desirable  Other |  | Essential | Desirable |
| A commitment to equality principles and practices | X |  |
| Willingness to take part in residential trips and visits | X |  |
| Value and respect the views and needs of young people | X |  |
| Commitment to promote and model the Christian vision that underpins the Chiltern Hills Academy. | X |  |
| Enhanced DBS clearance | X |  |
| Model the CHA values of kindness, compassion, and hope. | X |  |