



## Teacher of English - Person Specification

Education and Qualifications	Criteria	Assessment
Qualified teacher status	E	A
Good honours graduate	E	A
Commitment to personal/professional development	E	I

Experience	Criteria	Assessment
An ability to confidently deliver KS3 English	E	A/I
Confident to deliver KS4 English	E	A/I
Experience of delivering AS/A Level	D	A/I

Knowledge and Understanding	Criteria	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	E	A/I
Clear understanding of the secondary curriculum and its assessment	E	A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	E	II
Ability to use assessment data to inform planning and set targets	E	I
Strong command of subject area	E	A/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject area	E	I

Teaching and Learning	Criteria	Assessment
Ability to raise achievement for all	E	I
Committed to ensuring excellent standards of behaviour at all times	E	I
Committed to role of tutor for a group of students and the benefits of pastoral care	E	I

Skills and Attributes	Criteria	Assessment
Ability to establish good working relationships and effective teamwork	E	I
Good communication skills	E	A/I
Excellent role model for staff and students	E	I
Innovatory approaches to curriculum delivery	E	A/I
Ability to generate ideas and drive initiatives	D	A/I

Personal Qualities	Criteria	Assessment
High expectation of students and colleagues	E	A/I
Highly motivated and able to motivate and inspire students	E	I
Enthusiastic and committed	E	I
A passion for teaching	E	I
Open-mindedness	E	I
A forward-thinking approach	E	I
Excellent interpersonal skills	E	I
Ability to be reflective and self-critical	E	I
Display calmness under pressure	E	I
Potential for further promotion	E	A/I
Charismatic – ‘having a presence’	E	I
Willingness to take on other roles and responsibilities within the department as well as in the Academy	E	A/I

#### Criteria Key

- E** Essential
- D** Desirable

#### Assessment Key

- A** Application Form
- I** Interview