



TEACHER OF ENGLISH - PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	MEASURED BY
QUALIFICATIONS AND TRAINING			
• A commitment to continuing professional development	✓		A, I
• Good Honours Degree	✓		A
• Graduate with Qualified Teacher Status	✓		A
KNOWLEDGE AND EXPERIENCE			
• Commitment to excellence as a classroom practitioner	✓		A, L, R
• Teaching across the age and ability range	✓		A, I
• Experience of teaching English to KS4	✓		A, R, I, L
• Experience of teaching English to A-Level		✓	A, R, I, L
• Experience of planning and successfully completing school-wide initiatives		✓	I, L
• Willingness to support developments across the English department	✓		I
• Knowledge and understanding of effective teaching and learning styles	✓		I, L
• Effective approach to behaviour management	✓		I, L, R
• Knowledge and understanding of English curriculum matters	✓		I
• Ability to motivate students	✓		I, L, R
• Able to monitor, evaluate and review student progress	✓		I, L
• Up-to-date knowledge and understanding of current educational issues	✓		I
• Professional proficiency and experience in the use of learning technology and IT	✓		A, I, R, L
PERSONAL QUALITIES			
• High professional standards and expectations	✓		I, R
• Excellent communication and interpersonal skills	✓		I
• The ability to prioritise work	✓		I
• To be committed to school improvement and raising standards	✓		A, I
• Commitment to a broad and balanced education for all students	✓		A, I
• Clear vision, ability to think creatively and innovatively	✓		A, I
• Ability to work under pressure	✓		I, R
• Ability to monitor and review, analyse, use data and make strategic decisions to improve learning	✓		A, I, R
• Ability to inspire confidence in students, colleagues and parents and show empathy for young people	✓		I, L, R
• Very good record of health, attendance and punctuality	✓		A, R
• A professional standard of personal presentation and dress	✓		I
• Good working relationships with other members of staff	✓		R
• Commitment to equal opportunities	✓		A, I
• A commitment to leading extra-curricular activities		✓	A, I
• A high sense of self-motivation	✓		A, I, R
• Personal integrity	✓		A, I, R
A = Assessed by Application Form, I = Assessed at Interview, L = Assessed through Taught Lesson, R = Assessed through References			

Safeguarding

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.