

## EAL Instructor: Person Specification

AF – Application Form

SP – Selection Process

Specification	Essential/ Desirable	Method of Assessment
<b>QUALIFICATIONS / PROFESSIONAL MEMBERSHIP</b>		
<ul style="list-style-type: none"> <li>Appropriate EAL/ESOL teaching qualification</li> </ul>	D	AF
<ul style="list-style-type: none"> <li>Further professional qualifications relevant to the post</li> </ul>	D	AF
<b>PROFESSIONAL EXPERIENCE</b>		
<ul style="list-style-type: none"> <li>To have classroom based experience of working with students who have English as an additional language and proven successful learning outcomes.</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Experience of working with students who have English as an additional language on a 1:1 basis and in small group settings.</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>Able to demonstrate experience making progress through the teaching and learning of English as an additional language either at class, or small group level.</li> </ul>	E	AF
<b>KNOWLEDGE AND SKILLS</b>		
<ul style="list-style-type: none"> <li>A sound understanding of the skills and attributes involved in teaching students who have English as an additional language.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>To understand the expectations in the new Ofsted Framework regarding effective EAL provision.</li> </ul>	D	SP
<ul style="list-style-type: none"> <li>Have a sound knowledge of what effective English as an additional language resources should look like.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>Knowledge of effective strategies to include, and meet the needs of, all pupils within English language acquisition lessons.</li> </ul>	D	SP
<ul style="list-style-type: none"> <li>The ability to analyse data effectively to assess performance and progress of students in their EAL groups</li> </ul>	D	SP
<ul style="list-style-type: none"> <li>Strong ICT knowledge and skills – able to demonstrate the effective use of ICT to enhance the learning and teaching of English as an additional language</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>To understand assessment, recording and reporting requirements for EAL.</li> </ul>	D	SP

<b>PERSONAL QUALITIES</b>		
▪ A good classroom practitioner willing and able to support the teaching of developing English language acquisition lessons.	E	SP
▪ A flexible approach to work and the ability to work as part of a team.	E	AF/SP
▪ Excellent communication skills both orally and in writing.	E	AF/SP
▪ High expectations for good behaviour and how to support children to achieve this.	E	AF/SP
▪ Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	E	AF/SP
▪ A commitment to your own continuous professional development.	E	AF
▪ Personal commitment to the College's professional standards, including dress code, as appropriate.	E	AF
▪ The post will require an enhanced DBS clearance.	E	SP
▪ To promote Health & Safety, Safeguarding policies and Equality & Diversity across the Trust.	E	AF

