###### PERSON SPECIFICATION

**Job Title:** English Teacher

**(Section / Unit if known)**

**Reporting To:** FamilyHead of English

**Method of Assessment (M.O.A.):** AF = Application Form

I = Interview

T = Test or Exercise

P = Presentation

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| **CRITERIA** |  | **M.O.A.** |
| **QUALIFICATIONS / TRAINING** | A degree qualification in relevant subject.  Qualified teacher status (QTS)  Evidence of Continual Professional Development | AF  I |
| **EXPERIENCE** | Track record of delivering ‘outstanding’ teaching.  Successful delivery of sustained outstanding attainment and achievement.  Innovation and creativity to engage, enthuse and progress learners.  Contribution to school life beyond the formal curriculum.  Contribution to school improvement. | AF  I |
| **KNOWLEDGE / SKILLS** | Ability to teach to GCSE / A Level standard.  Ability to deliver effective and outstanding learning and teaching in the classroom.  Ability to deliver the highest standards of classroom and behavior management.  Knowledge of curriculum, specifications and assessment criteria in subject area.  Ability to prioritise conflicting demands.  Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them.  Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor student progress effectively.  Ability to communicate effectively, articulately and sensitively with a range of groups and individuals.  Ability to provide pastoral support to young people in a form group setting.  A ‘can do’ attitude that generates high expectations, enthusiasm and commitment.  An understanding of what constitutes an outstanding school and the ability to translate this and the school’s vision and direction into practice | AF  I  T |
| **PERSONAL QUALITIES AND ATTRIBUTES** | A commitment to raising standards of achievement and a belief that young people have the right to a high quality education  Commitment to delivering after-school and pre-exam sessions as required as well as enrichment opportunities for learners.  Highly organised, literate and articulate.  A strong belief in the school’s mission statement and ethos.  Highest levels of professional and personal integrity.  A strong commitment to inclusion and overcoming barriers to learning and achievement.  Commitment to the pursuit of continuous professional development by oneself and others.  Relentless energy and resilient in meeting tight deadlines and maintaining a sense of humour.  Approachable, consistent, resilient and highly emotionally intelligent.  Firm, fair and caring | AF  I |