



**EMPLOYEE SPECIFICATION**

**POST TITLE**: Main Scale English Teacher **POST NUMBER**: BRIDENG

Temporary Permanent ✓ Part Time Full Time ✓ Casual

|  | **Essential** | **Desirable** | **How Measured During Recruitment****and Selection Progress** |
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| **Experience** | * Experience of teaching English to KS3.
* Experience of using a range of strategies to evaluate the effectiveness of own teaching and identifying improvement targets.
* Experience of monitoring student progress.
 | * Experience of teaching KS2
* Experience of teaching KS4
* Experience of co-ordinating effective intervention programmes for students at risk of underachievement.
* Experience of using ICT creatively to engage students with learning.
 | * Application
* Interview
* References
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| **Education/Training Qualifications** | * Qualified Teacher Status.
 | * English degree.
* Higher degree related to education/English/Media.
* Evidence of further relevant study.
 | * Application
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| **Knowledge** | * Knowledge of the KS3 English curriculum.
* Knowledge of the GCSE English Language and Literature curriculum.
* Knowledge of a comprehensive range of strategies to engage students with learning and ensure they achieve challenging targets.
 | * [Fresh Start - Ruth Miskin Literacy](https://www.ruthmiskin.com/programmes/fresh-start/)
* Reading Plus
 | * Application
* Interview
* References
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| **Skills** | * A proven track record of good teaching.
* Excellent communication skills.
* Ability to motivate students to achieve.
* Ability to use a variety of teaching styles and techniques.
* Good classroom management skills.
* Ability to relate effectively to parents/carers.
* Ability to relate effectively to students of all abilities.
* Ability to take on extra-curricular activities to support student progress within English.
 | * A proven track record of outstanding teaching.
* Ability to take on extra-curricular activities to support student students’ SMSC development.
* Excellent administrative and organisational skills.
 | * Application
* Interview
* References
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| **Personal Qualities** | * Suitable to work with children.
* To have a passion for learning.
* To have a passion for English.
* To enjoy working with young people.
* To have high expectations of self and others.
* To be resilient, work effectively under pressure and meet deadlines.
* To be confident.
* To have empathy, humility and a good sense of humour.
 | * To be innovative.
* To be charismatic and able to inspire students and staff.
 | * Application
* Interview
* References
* CRB check
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| **Working Arrangements and Personal Availability** | * Capable of working unsupervised.
* Flexible in order to cope with the demands of the post.
 |  | * Application
* Interview
* References
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| **Physical** | * A good health record.
 |  | * Application
* Interview
* References
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