



**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 |
| **Education/Training Qualifications** | * Qualified Teacher Status. | * English degree. * Higher degree related to education/English/Media. * Evidence of further relevant study. | * Application |
| **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 |
| **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 |
| **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 |
| **Working Arrangements and Personal Availability** | * Capable of working unsupervised. * Flexible in order to cope with the demands of the post. |  | * Application * Interview * References |
| **Physical** | * A good health record. |  | * Application * Interview * References |