**Believe & Achieve**

**‘Be the best that you can be’**

**PERSON SPECIFICATION FOR THE POST OF**

**TEACHER OF ENGLISH**

**HURSTMERE SCHOOL**

|  |  |  |  |
| --- | --- | --- | --- |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| **Education and Training** |  |  |  |
| Educated to Degree level or equivalent |  |  | App/Cert |
|  |  |  |  |
| Teaching qualifications |  |  | App/Cert |
|  |  |  |  |
| Evidence of participation in external professional development |  |  | App/Int |
| within the last 3 years |  |  |  |
|  |  |  |  |
| **Experience** |  |  |  |
| Evidence of successful teaching in a mainstream school (11 to |  |  | App |
| 16) across ability range |  |  |  |
| Full-time professional teacher experience |  |  | App |
|  |  |  |  |
| Experience of the role of a form tutor |  |  | App |
|  |  |  |  |
|  |  |  |  |
| **Aptitudes (Abilities and Skills)** |  |  |  |
| A secure knowledge and understanding of the concepts and |  |  | Int/Ref |
| skills essential for success for pupils in English. |  |  |  |
| A secure subject knowledge for teaching English at KS3 & KS4 |  |  | App/Int/Ref |
|  |  |  |  |
| Good understanding of assessment for learning. |  |  | Int/Ref |
|  |  |  |  |
| The ability to use an imaginative range of teaching strategies to |  |  | Int/Ref |
| promote high expectations and high levels of challenge in the |  |  |  |
| classroom. |  |  |  |
| The ability to plan for progression in learning using intervention |  |  | Int/Ref |
| as necessary. |  |  |  |
| The ability to establish a safe and purposeful working |  |  | Int/Ref |
| atmosphere that supports learning and in which pupils feel |  |  |  |
| secure and confident. |  |  |  |
| Willing to learn new skills. |  |  | Int/Ref |
|  |  |  |  |
| Prepared to undergo further training. |  |  | Int/Ref |
|  |  |  |  |
| Good communication skills, orally and in writing. |  |  | Int/Ref |
|  |  |  |  |
| Able to relate and interact with young people. |  |  | Int/Ref |
|  |  |  |  |
| Good interpersonal skills and able to work in a team. |  |  | Int/Ref |
|  |  |  |  |
| Ability to work to deadlines. |  |  | Int/Ref |
|  |  |  |  |
| Good organisational and administrative skills. |  |  | Int/Ref |
|  |  |  |  |
| ICT literate. |  |  | App |
|  |  |  |  |
| Ability to speak English with confidence and accuracy, using |  |  | Int |
| accurate sentence structure and vocabulary. |  |  |  |
| Ability to choose the right kind of English vocabulary for the |  |  | Int |
| situation in hand without a great deal of hesitation. |  |  |  |
| Experience of teaching the reformed GCSE specifications.. |  |  | App/Int |
|  |  |  |  |
| Experience of being an examiner/moderator. |  |  | App/Int |
|  |  |  |  |

**Respect ● Teamwork ● Resilience ● Ambition ● Integrity ● Leadership ● Self-Belief**

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**Additional Requirements**



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Personal commitment. |  |  |  |  | App/Int |
|  |  |  |  |  |
| Prepared to take responsibility and use initiative. |  |  |  | Int |
|  |  |  |  |  |
| Calm and able to manage difficult situations. |  |  |  | Int |
|  |  |  |  |  |  |
| Energy and enthusiasm. |  |  |  |  | Int |
|  |  |  |  |
| Willingness to contribute to the wider life of the school. |  |  | App/Int |
|  |  |  |  |  |  |
| Reliable and punctual. |  |  |  |  | App |
|  |  |  |  |  |  |
| Good health record. |  |  |  |  | Int |
|  |  |  |  |  |  |
| **App – Application** | **Int – Interview** | **Ref – Reference** |  |  |

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