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| **ASPECT** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| Qualifications | Have a good relevant Honours degree and a PGCE or QTS. | Further qualifications relevant to English | Application Form |
| Teaching | Confident subject knowledge  Have the potential and willingness to contribute to the development of the English Department.  Have the ability to teach across Year 7 – 11 and across the ability range.  Have high professional standards and practice.  Demonstrate an ability to motivate pupils.  Have high expectations of pupils. | Ability to teach A level  Ability to teach another subject | Reference  Observation |
| CPD | Commitment to own personal development and the development of the team. |  | Application Form |
| Willingness to support the Ethos of the School | Supportive of Catholic ethos and values.  Be committed to Equal Opportunities and Safeguarding.  Be willing to act as a Form Tutor |  | Letter  Reference |
| Quality of Relationships | Have the ability to use initiative, work independently and as a member of a team.  Have effective communication skills and the ability to relate to students, staff and parents.  Have good discipline and sound classroom management techniques.  Enjoy working with young people.  Be an effective role model for students. |  | Interview  Observation  Reference |
| Communication | Effective writing skills  Excellent listening skills | Effective presentation skills | Letter  Observation  Reference |
| Personal Organisation | Have a well organised approach to daily routines, administration tasks and deadlines.  Excellent ICT skills |  | Reference |
| Personal Qualities | Energy, Enthusiasm, Objectivity, Commitment and Resilience |  | Interview  Reference |