

## Person Specification – Second in English

Category	Essential	Desirable	Method of Assessment
<b>Physical</b>	<ul style="list-style-type: none"> <li>Smart business-like appearance</li> </ul>		Application Form
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> <li>Evidence of appropriate CPD related to teaching and learning</li> </ul>		Application Form and Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of teaching key stage 3 and 4</li> </ul>		Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.</li> </ul>		Application Form and Interview.
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of the national curriculum and relevant schemes of work</li> <li>Understanding of how to develop skills and attributes in students</li> <li>Understanding of the assessment processes at KS3 and 4 and how to use these to support planning and raise student attainment</li> <li>Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged</li> <li>Good knowledge and understanding of strategies for prompting good relationships with students and effective behaviour management techniques</li> <li>Excellent understanding of what constitutes effective teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>Ability to use and understand assessment data</li> <li>Familiar with effective learner progress intervention strategies</li> </ul>	
<b>Disposition</b>	<ul style="list-style-type: none"> <li>The capacity to consistently perform to a high level of success and act as a role model for other professionals</li> <li>Self-motivated with an ability to use own initiative but also work well as part of a high-functioning team</li> <li>Well developed interpersonal and social skills</li> <li>A passion for education and making a difference</li> </ul>	<ul style="list-style-type: none"> <li>Potential for promotion</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to meet deadlines</li> <li>• Enthusiastic and positive mindset</li> <li>• Use critical thinking, creativity and imagination</li> <li>• Able and willing to scrutinise own practice and to make their practice and to make their practice accessible to others</li> <li>• Commitment to safeguarding children and young people</li> </ul>		
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills, both orally and written</li> <li>• Excellent use of ICT to make learning engaging and dynamic and to support assessment</li> <li>• The capacity to make decisions based on sound judgements</li> <li>• The capacity to form positive learning-centred relationships with other professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of innovative practice</li> <li>• Successful experience of teaching students of all abilities</li> </ul>	
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced Criminal Records Bureau Check confirming the appointee is not on the Children's Barred list.</li> <li>• This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.</li> </ul> <p>In line with the latest KCSIE an online check will be carried out for shortlisted candidates</p>		

**Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**