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**Holywell School**

**A Church of England School**

**Providing a Values-based education**

**ENGLISH TEACHER**

**PERSON SPECIFICATION**

|  |  | **Essential Attributes** | **Desirable Attributes** | **Evidence** |
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| **1** | **Qualifications**  | * Qualified Teacher Status
* To be able to teach within the range 9 - 13 years.
 | * B.Ed Degree or Degree & P.G.C.E.
* M.A.
 | Application form. |
| **2** | **Experience of**  | * teaching students in the 9 - 13 age range.
* teaching English
* using ICT to support students in this age range
* active involvement in extra-curricular activities
 | * teaching in the 11-18 age range
* teaching an additional curriculum area
 | Application form and interview.Reference. |
| **3** | **Knowledge and Understanding** | The Teacher must have a good knowledge and understanding of:* the KS2 and KS3 national curriculum English
* how to ensure students make good progress in English
* how to inspire, motivate and challenge students in KS2 and KS3
* current educational debates, supporting raising student outcomes
* how to plan and teach well-structured lessons
* the theory and practice of providing effectively for the individual needs of all children and knowing how to adapt teaching to respond to the needs and strengths of all students
* how to make accurate and productive use of assessment Inc. knowledge of statutory assessment requirements)
* how to manage behaviour effectively to ensure a good and safe learning environment
* how to keep children safe and what constitutes safer working practices
 | Ideally, the teacher will have knowledge and understanding of:* the KS4 national curriculum for English
* Current best practice and research in teaching English
* Current best practice and research in teaching, learning and assessment
* Assessment for Learning
 | Application form and interview.Reference |
| **3** | **Skills / Aptitude** | The teacher must have the following skills:* Be able to establish a safe and stimulating environment for students, rooted in mutual respect
* Be able to create a happy, challenging and effective learning environment which enables effective learning to occur, including creating lessons which interest and enthuse students, supported by clear positive behaviour management practice.
* Be able to set goals that stretch and challenge students of all backgrounds, abilities and dispositions
* Be able to demonstrate consistently the positive attitudes, values and behaviour which are expected of students
* Be able to provide incisive feedback about what students can do to improve their knowledge, understanding and skills.
* Be able to plan, deliver and evaluate effective learning experiences
* Be able to manage conflict effectively and peacefully
* Be able to provide parents and other stakeholders with clear and timely information on how well students are progressing and how well students are doing in relation to the standards expected.
* Be able to help parents about how to support their child to improve.
* Strong interpersonal and communication skills
* Emotional awareness
* Literacy, numeracy and ICT skills
* Effective questioning skills
* To be personable and approachable, capable of working well with colleagues.
 | * To be able to articulate enthusiasm and beliefs in a positive way.
 | Application form and interview.Reference. |
| **4** | **Philosophy & Practice**  | * To express a clear educational philosophy, for promoting the learning and personal development of all students rooted in clear values of respect, hope and dignity.
* Reflective practitioner / Self-aware.
* Growth Mindset.
* Evidence of attending to personal professional development
* Commitment to safeguarding
* Commitment to upholding the values and beliefs commensurate with working in a Church of England school
 | * Experience of working in a values-school
* Experience of working in a Church of England School
 | Application form and interview. |
| **5** | **Other**  | * Commitment to providing a high standard of work.
* Works within professional boundaries
* Clear, high standard application that responds well to the job description and person specification.
 |  | Application form and interview. |