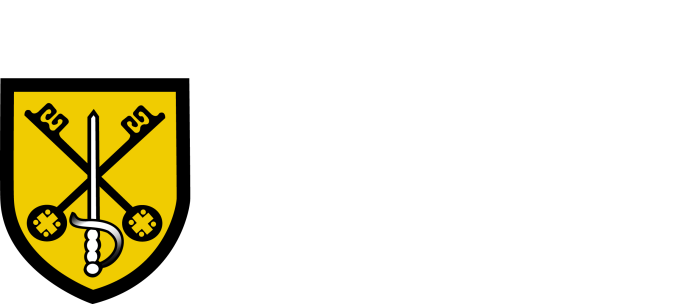
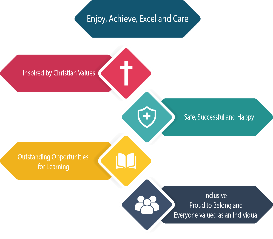
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**Holywell School**

**A Church of England School**

**Providing a Values-based education**

**ENGLISH TEACHER**

**PERSON SPECIFICATION**

|  |  | **Essential Attributes** | **Desirable Attributes** | **Evidence** |
| --- | --- | --- | --- | --- |
| **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. |