

**PERSON SPECIFICATION  
TEACHER OF ENGLISH**

	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	Y	
Recognised Degree, or equivalent, in a subject area related to the post	Y	
<b>Experience</b>		
Recent relevant CPD	Y	
Successful teaching demonstrated through student outcomes	Y	
<b>Knowledge</b>		
Thorough understanding of the curriculum area relevant to the post	Y	
Understanding of the current educational agenda and especially:	Y	
Assessment for Learning		
Teaching and Learning Styles		
Active Learning		
Application and use of Learning Goals		
<b>Skills and Abilities</b>		
Ability to lead and manage a team in achieving excellent outcomes	Y	
Ability to raise standards of attainment and motivate students to over-achieve	Y	
Ability to establish successful relationships at all levels with both students and staff members	Y	
Ability to inspire students and staff	Y	
Ability to develop and deploy classroom resources flexibly and innovatively to maximise impact on intended outcomes	Y	
Flexibility and the ability to seize opportunities and change direction quickly, if necessary, to deliver success	Y	
Experience of curriculum development and developing engaging schemes of work		Y
Excellent classroom skills	Y	
<b>Personal Qualities</b>		
High levels of personal motivation and commitment	Y	
A reflective approach and an ability to evaluate the effectiveness of own and others' teaching	Y	
Concern for the needs of learners	Y	
To be an effective role model to all students in developing the skills required for learning and in the contribution made to the well-being of students and colleagues in the academy	Y	
A commitment to personal career progression	Y	
A genuine belief in the Vandyke vision and ethos of high achievement and that "Everyone Matters"	Y	
A willingness to support the wider life of the school	Y	