



ARTHUR MELLOWS VILLAGE COLLEGE



Person Specification – Teacher of English

	ESSENTIAL	How Identified*	DESIRABLE	How Identified*
QUALIFICATIONS	Well qualified teacher, QTS/PGCE.	A	Graduate.	A
EXPERIENCE	Monitoring academic progress. Good practitioner. Experience at KS3/KS4 in relevant subject areas.	A, R, I R, I A, R, I	Delivery of A Level courses. Track record of success in examination results. Successful leadership experience of initiatives/ courses in subject area.	A, R, I A, R, I A, R, I
EQUAL OPPORTUNITIES	Understanding of the performance difference between boys, girls and specific groups.	R, I	Strategies for dealing with improving performance.	I
SKILLS	Confident in use of ICT. Good communication skills. Interest in student welfare. Able to engage young people. Good time management. Ability to prioritise. Excellent classroom practitioner. Inspirational teacher.	A, I A, I A, I R, A R, A R, A A, R, I A, R	Ability to liaise with external agencies. Form Tutor. An effective user of new technology.	I A, I A, I

KNOWLEDGE	Use data for pupil performance.	R, I	16+ Language / Literature.	I
	Understand the use of assessment in improving performance.	I	Changes in syllabi at all key stages.	I
	Subject knowledge.	A, R, I	Willingness to engage with community and other curriculum areas.	I
	Ability to teach at least two English disciplines up to KS4.	A, R, I		
	Knowledge and understanding of curriculum requirements at KS3 / KS4 and recent developments at GCSE.	A, I		
DISPOSITION	Team player.	R, I	Ability to raise the profile of English.	R,I
	Well organised.	R, I		
	Sense of humour.	R, I	Using initiative when under pressure.	R,I
	Flexibility.	R, I		
	Enjoys a challenge.	R, I		
	Passion for the subject.	R, I		
	Reflective practitioner.	R, I		
	Aspiration to leadership.	R, I		

*A= Application, R = Reference, I= Interview