

English Teacher – Person Specification November 2025

Qualifications	ESSENTIAL	DESIRABLE
	Honours Graduate in English or related subject	Further accredited professional development (e.g. Masters Degree)
	QTS	
Knowledge and Understanding	Secure subject knowledge of English Literature and Language	Potential to teach KS5 in the future
	Understanding of how learning develops in your subject area	
	A good understanding of how to use data for planning and monitoring	
Experience	The experience of successful teaching across the 13-16 age range. Experience teaching a range of courses.	
	Demonstrable positive impact on learning and achievement in present post.	Experience managing intervention for KS4 GCSE groups
	Demonstrate a willingness to reflect on and develop your own practice and the impact on pupils' learning	
	Experience of teamwork in aspects of department development	Have written schemes of work and contributed to the development of schemes of work and/or lesson planning
Teaching and Learning	Ability To	
	Teach across KS4-5	Willingness to run extra-curricular clubs to enhance student learning experience. Experience as an AQA GCSE Examiner
	Teach effective and engaging lessons which enable students of all abilities to succeed.	
	Use a range of teaching and learning strategies including effective differentiation and AfL	
	Use data perceptively to inform teaching and to plan appropriate interventions	
	Understand how to use assessment to monitor and enhance pupils' progress both in controlled assessment and classwork/ homework.	Moderated GCSE exams and undertaken marking of Mock exams at GCSE

	Develop and share resources in support of new curriculum developments.	
	Integrate literacy, numeracy and SMSC elements effectively into your teaching	
	Set and model high expectations for learning and behaviour	
	Promote a culture of inclusion	
Personal Qualities	Enthusiasm for your subject area.	Support extra-curricular opportunities for students e.g. coursework intervention sessions.
	A good communicator	
	Able to forge positive relationships with students and colleagues	
	Able to work effectively as a member of a team	
	Supportive of the Christian ethos and values of the school	
	Well organised and with good time management.	
	Commitment to own CPD and willingness to develop professionally	
	Adaptable and flexible	Willing to teach a range of different units within Language and Literature specifications for AQA
	Resilient and able to cope with periods of stress and challenge	
Statutory	Full understanding of safeguarding requirements and how teachers promote the welfare of children.	Recent certified safeguarding training with an established provider.
	Able to obtain satisfactory clearance under Enhanced DBS and validated references.	
	Satisfactory evidence of Right to Work in the UK.	