**PERSON SPECIFICATION**

**ENGLISH TEACHER CONYERS SCHOOL**

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| **Essential**  The criteria used should be kept to a reasonable number | **Desirable** | **Source of Evidence** |
| **1. Qualifications and Training**   * Qualification Teacher Status (QTS) * Evidence of continued career development * Degree |  | Application Form/  Written Reference |
| **2. Experience**   * Experience of teaching across the 11-16 range, with evidence of having achieved successful pupil outcomes * Ability to teach English Language or Literature to KS5 * Knowledge and understanding of how young people learn * A sound grasp of the concept of inclusive practice * Knowledge of issues relating to equal opportunities; multi-cultural education; * Personal and social education; special educational needs and how to meet * the needs of gifted children * Knowledge of current educational issues. | Experience of teaching A level or Level 3 qualifications. | Application Form/Written Reference/Selection Activity/Formal Interview |
| **3. Professional Knowledge**  A clear and good understanding of current educational issues,  theory and practice, with particular regard to:   * Subject Specialism; * Equality and issues relating to pupils’ access to teaching; * Classroom organisation and class management |  | Letter of Application Formal Interview  Selection Activity |
| **4. Professional Skills**   * The ability to create a safe and rich learning environment involving: * Clear ideas for, and demonstrated * experience of, classroom organisation, planning and record keeping; * A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils’ ability. * Creating a stimulating and enriching visual environment for the classroom; * The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school; * The ability and willingness to work with parents and encourage their active participation in Education |  | Letter of Application  Formal Interview  Selection Activity |
| **Essential**  The criteria used should be kept to a reasonable number | **Desirable** | **Source of Evidence** |
| **5. Personal Attributes**   * Good written and oral communication skills; * Flexibility and willingness to be involved in the school and see the school as a community |  | Letter of Application  Formal Interview  Selection Activity |
| **6. Personal**   * Able to demonstrate a commitment to: * Equal opportunity for all school users; * Encouraging children to develop self-esteem and tolerance of others; * Furthering your own professional knowledge, skills and experience. |  | Letter of Application  Formal Interview  Selection Activity |
| **7. Safeguarding Children**   * Able to form and maintain appropriate relationships and personal boundaries with children * Has appropriate motivation to work with children and young people * Has the ability to maintain appropriate relationships and personal boundaries with children and young people * Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline * Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education |  | Selection Activity  Written Reference  Formal Interview |