**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 ApplicationFormal InterviewSelection 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 ApplicationFormal InterviewSelection 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 ActivityWritten ReferenceFormal Interview |