

# **SOUTHFIELD SCHOOL**

## **PERSON SPECIFICATION**

<b>Post Title</b>	<b>Responsibility in English</b>
<b>Department</b>	<b>English</b>
<b>Full time/Part time</b>	<b>Full Time or Part Time</b>

<b>Attributes</b>	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"><li>• Degree in related subject area</li><li>• QTS/PGCE</li></ul>	<ul style="list-style-type: none"><li>• NPQML or equivalent</li></ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"><li>• Consistently good or outstanding teaching.</li><li>• Sound knowledge of the National Curriculum at KS3 &amp; KS4</li><li>• Understanding of target setting</li><li>• Experience of using data analysis tools</li><li>• Experience of leading a key initiative within the department</li></ul>	<ul style="list-style-type: none"><li>• Proven successful teaching experience at all Key Stages</li><li>• Experience of teaching in more than one school</li><li>• Sound knowledge of the KS4 and KS5 curriculum and syllabuses</li></ul>
<b>Ability and Skills</b>	<ul style="list-style-type: none"><li>• Ability to motivate and manage staff</li><li>• Ability to motivate students of all abilities</li><li>• Vision to move the subject forward</li><li>• Ability to teach across the Curriculum area (where relevant)</li><li>• Excellent communication skills, both oral and written</li><li>• Ability to use ICT in all aspects of teaching and learning</li><li>• Good administrator, including ability to meet deadlines</li><li>• Good planning skills</li><li>• Creative thinker</li><li>• Ability to work independently</li></ul>	<ul style="list-style-type: none"><li>• A flexible approach</li></ul>

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Attributes	Essential Criteria	Desirable Criteria
<b>Personal Characteristics and Aptitude</b>	<ul style="list-style-type: none"> <li>• Good interpersonal skills</li> <li>• An effective team leader</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of commitment to and interest in widening own professional competence</li> </ul>
<b>Suitability to Work with children</b>	<ul style="list-style-type: none"> <li>• Candidates must be able to undergo successful checks in line with standards for 'Safeguarding Children and Safer Recruitment in Education'</li> <li>• Appropriate and relevant references will be checked</li> <li>• Understanding and acknowledgement of the individual's responsibility for promoting and safeguarding the welfare of children and young persons for whom he/she has responsibility or with whom he/she has contact</li> </ul>	
<b>Equal Opportunities</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate awareness/understanding of equal opportunities</li> <li>• Commitment to equal opportunities in the delivery of the curriculum</li> </ul>	

**Date:**

**February 2023**

**Prepared by:**

**Deputy Headteacher**