

Person Specification Teacher of English or Deputy Head of English		Tick relevant column		
<i>*Codes: AF = Application Form, I = Interview Process, CQ = Certificate of Qualification, R = References</i>		Essential	Desirable	How identified
1	Qualifications:			
	Qualified Teacher Status	✓		AF/CQ
	Good English Degree	✓		AF/CQ
2	Relevant Experience:			
	An excellent classroom practitioner with a passion for teaching English	✓		AF/I/R
	Evidence of successful use of a range of teaching and learning styles	✓		AF/I/R
	Experience of teaching KS3 and KS4 English Language and Literature	✓		AF/I/R
	Experience of teaching English Language and/or Literature at KS5		✓	AF/I/R
	Excellent classroom management skills	✓		AF/I/R
	Proven record of raising attainment	✓		AF/I/R
	Evidence of successful delivery of CPD	✓		AF/I/R
	Evidence of leading extra-curricular activities		✓	AF/I/R
	Evidence of leadership experience	✓		AF/I/R
3	Skills (including thinking challenge/mental demands):			
	Motivation to work with children and young people.	✓		AF/I/R
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	✓		AF/I/R
	Be forward thinking , creative and well-organised.	✓		AF/I/R
	Excellent ICT skills	✓		AF/I/R
	Be able to inspire and motivate colleagues to improve their practice developing innovative teaching and learning strategies	✓		AF/I/R
	Be able to communicate effectively with parents.	✓		AF/I/R
	Excellent teaching skills.	✓		I/R
4	Knowledge:			
	A detailed knowledge and commitment to safeguarding and promoting the welfare of children and young people	✓		I/R
	Recent developments within subject specialism and teaching and learning pedagogy	✓		I/R
	Ability to use data effectively to impact on progress	✓		AF/I
	Understanding of curriculum developments affecting the subject	✓		AF/I
5	Interpersonal/Communication Skills:			
	Verbal Skills			
	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people.	✓		AF/I/R
	To be actively and enthusiastically engaged in own relevant continuous professional development.	✓		AF/I/R
	Written Skills			
	Excellent writing skills	✓		AF/I
6	Disclosure of Criminal Record:			
	The successful candidate's appointment will be subject to the council obtaining a satisfactory Enhanced Disclosure from the DBS.	✓		DBS Disclosure