

Walsall Academy
PERSON SPECIFICATION: ENGLISH TEACHER

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	<ul style="list-style-type: none"> • QTS status • Qualification to the equivalent of degree level in English or a related subject 	<ul style="list-style-type: none"> • Further relevant qualification in English 	<ul style="list-style-type: none"> • Evidence of paper qualifications
WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS	<ul style="list-style-type: none"> • Knowledge and understanding of strategies that improve understanding of English at KS3, KS4, and A level • Good classroom practitioner with evidence of setting appropriate expectations to advance learning, and engage and motivate students. • Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management • Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students • Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons • Ability to reflect on own practice • Ability to differentiate tasks appropriately • An expectation that students can achieve better than expected outcomes 	<ul style="list-style-type: none"> • Ability to use research evidence to inform and improve teaching 	<ul style="list-style-type: none"> • Application letter • Evidence from teaching a 30 minute lesson • Interview and communication
SPECIALIST KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Secure knowledge and understanding of the knowledge, concepts and skills in teaching English 	<ul style="list-style-type: none"> • Able to make good use of ICT as a learning resource • Knowledge of how to give positive and targeted support to students with special educational needs 	<ul style="list-style-type: none"> • Application letter • Interview questions

**PERSONAL SKILLS AND
ATTRIBUTES**

- Determination to encourage the highest quality of learning experience for all students
- A commitment to equal opportunities
- Ability to establish good and productive working relationships, and work well in a team
- Ability to communicate effectively to staff, students, parents, orally and in writing
- Ability to meet deadlines
- Able to empathise with young people and yet be firm, fair and consistent when dealing with them
- Excellent attendance and punctuality
- Ability to work in and to lead a team
- Enthusiasm, personal dynamism, edge and stamina
- Sense of humour and perspective
- Ambition
- Personal presence

- Ability and willingness to offer extra-curricular activities.

- Evidence from the taught lesson of enthusiasm, empathy with young people, communication
- Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons
- Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication
- Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)