



Many Minds One Heart

Northfield School & Sports College

Person Specification

Job Title: Teacher of English
Responsible To: Head of English
Grade: Main/Upper Pay Range

| 1. Qualifications and Training | Essential/Desirable | Source of Evidence |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------|
| • Qualification Teacher Status (QTS) | E | Application Form/ Written Reference |
| • Evidence of continued career development | E | |
| 2. Experience | Essential/Desirable | Source of Evidence |
| • Experience of teaching in Key Stage 3 and 4, with evidence of having achieved successful pupil outcomes | E | Application Form/Written Reference/Selection Activity/Formal Interview |
| • Knowledge and understanding of how children learn | E | |
| • A sound grasp of the concept of inclusive practice | E | |
| • 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 | E | |
| • A clear grasp of the Key Stage 3 and 4 curriculum | E | |
| • Knowledge of current educational issues | E | |

| 3. Professional Knowledge | Essential/Desirable | Source of Evidence |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------|
| A clear and good understanding of current educational issues, theory and practice, with particular regard to: | | Application Form/Formal |
| • The National Curriculum | E | Interview/Selection Activity |
| • Subject Specialism | E | |
| • Equality and issues relating to pupils' access to teaching | E | |
| • Classroom organisation and class management | E | |
| 4. Professional Skills | Essential/Desirable | Source of Evidence |
| The ability to create a safe and rich learning environment involving: | | Application Form/Formal |
| • Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping | E | Interview/Selection Activity |
| • A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability | E | |
| • Creating a stimulating and enriching visual environment for the classroom | E | |
| • The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school | E | |
| • The ability and willingness to work with parents and encourage their active participation in Education | E | |
| • Competence in a range of ICT applications | D | |

| 5. Personal Attributes | Essential/Desirable | Source of Evidence |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------------------------------------|
| • Good written and oral communication skills | E | Written Reference/Application Form/Formal Interview/Selection Activity |
| • Flexibility and willingness to be involved in the school and see the school as a community | E | |
| • Good health and attendance record | E | |
| • A willingness to embrace change | E | |
| • Capacity to deal directly and thoroughly with problems and to see them through in a detailed and complete manner | E | |
| • A personal concern and warmth for the success and well-being of pupils and colleagues | E | |
| • Ability to uphold our core values of respect, honesty and resilience | E | |
| • Able to demonstrate a commitment to: | | |
| • Equal opportunity for all school users | E | |
| • Encouraging children to develop self-esteem and tolerance of others | E | |
| • Furthering your own professional knowledge, skills and experience | E | |
| 6. Safeguarding Children | Essential/Desirable | Source of Evidence |
| • Able to form and maintain appropriate relationships and personal boundaries with children | E | Selection Activity/Written Reference/Formal Interview |
| • Has appropriate motivation to work with children and young people | E | |
| • Has the ability to maintain appropriate relationships and personal boundaries with children and young people | E | |
| • Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline | E | |
| • Demonstrates commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education | E | |