

Person Specification – Teacher of English with TLR2c

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Qualified Teacher Status and relevant honours degree in the subject area and a relevant teaching qualification
2	A demonstrable and proven track record of outstanding achievement in teaching English across Key Stage 3 and Key Stage 4.
3	An excellent knowledge and understanding of English Language and Literature
4	Ability to lead, challenge and motivate students
5	An excellent knowledge and understanding of teaching, learning and behaviour management strategies.
6	Experience of examination requirements and using data to inform teaching.
7	Excellent written communication skills
8	Evidence of appropriate, relevant and on-going professional development and training.

Desirable

9	Other interests / expertise that would benefit learners and the school.
10	Able to teach additional Key Stage 5 in English Language and English Literature
11	Experience of developing and delivering in service training for staff

Part B: Assessment Stage

Items 1 - 8 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An ability to motivate, support and monitor teaching staff to ensure that standards are raised and targets and priorities of the school are achieved.
2	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress in English.
3	A knowledge and understanding of the school self-assessment process.
4	Able to communicate effectively with children, young people, staff and parents/carers.
5	Able to engage and motivate learners in the school environment.
6	Have positive values, attitudes and have high expectations for learners.
7	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing.
8	Able to work collaboratively as member of a team, (and as a leader of a team),

	and contribute to the professional development of colleagues, including sharing outstanding practice.
9	Able to plan, organise and prioritise and manage time effectively.
10	Excellent verbal, interpersonal and leadership skills.
11	Ability to be flexible and approachable.
12	Ability to share outstanding practice and passion for teaching with staff and students.

Desirable

13	A willingness and ability to teach across the secondary age range
14	A willingness and ability to contribute to extra curricular activities.
15	A willingness and ability to contribute to whole school development initiatives and school improvement planning.
16	Able to use ICT knowledge and skills in the learning environment.
17	Experience of effective use of ICT within the learning environment.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List Check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record