

PERSON SPECIFICATION: TEACHER OF ENGLISH
September 2021

CRITERIA	NECESSARY REQUIREMENTS	ESSENTIAL	DESIRABLE
EDUCATION AND QUALIFICATIONS	1. Qualified Teacher Status 2. Good honours degree in English 3. Evidence of continuing professional development	✓ ✓	✓
KNOWLEDGE AND EXPERIENCE	1. A thorough knowledge of and enthusiasm for English teaching across both Key Stages. 2. Strategies for raising achievement 3. Strategies for promoting good student engagement 4. Strategies to raise standards through effective learning and teaching 5. Experience of self-evaluation improvement planning 6. Commitment to inclusion and the right of any student to be the best that they can be 7. Commitment to Equal Opportunities and diversity 8. Knowledge of current educational issues and their implications for the school 9. Knowledge and understanding of the secondary curriculum and its implications 10. Experience of working in partnership with outside agencies including other learning settings 11. Has up to date knowledge of safeguarding 12. Student attitudes to learning and attendance issues 13. Know intuitively how to construct the right climate for learning, engaging students whilst promoting excitement 14. Commitment to choice and flexibility to meet the personalised learning needs of all pupils. 15. Knowledge of the current Ofsted framework and the contribution of these subjects towards whole school SMSC development.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓
SKILLS AND ABILITIES Leadership Skills	The ability to: 1. Inspire, lead and motivate 2. Inform and involve parents and the wider community 3. Support and work as part of a team 4. Display commitment to the protection and safeguarding of children and young people	 ✓ ✓ ✓ ✓	
SKILLS AND ABILITIES: Decision Making Skills	The ability to: 1. Make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the school 2. Think creatively to anticipate and solve problems 3. Demonstrate balanced and fair judgement	 ✓ ✓ ✓	

CRITERIA	NECESSARY REQUIREMENTS	ESSENTIAL	DESIRABLE
SKILLS AND ABILITIES: Communication Skills	The ability to: <ol style="list-style-type: none"> 1. Listen to and respond to the views of others 2. Communicate effectively to students, parents and staff 3. Consult and negotiate to achieve agreed/shared objectives 4. Contribute to meetings effectively 5. Maintain a sense of perspective and humour 6. Display commitment to a clear strategic vision for the school 	✓ ✓ ✓ ✓ ✓ ✓	
SKILLS AND ABILITIES: Self Management	The ability to: <ol style="list-style-type: none"> 1. Collaborate and network with others within and beyond the school 2. Work consistently to deadlines and effectively under pressure 3. Set and achieve challenging but realistic goals 4. Prioritise and manage one's own time effectively 5. Be an effective user and promoter of ICT 	✓ ✓ ✓ ✓ ✓	