

# PERSON SPECIFICATION

<b>Job Title</b>	<b>Teacher of English (Maternity Cover)</b>
<b>Department / Group</b>	<b>English</b>
<b>Reporting</b>	<b>Head of Department, Line Manager</b>

<b>The successful applicant will demonstrate the following experience, skills and characteristics:</b>	<b>Essential Desirable</b>
<b>Education and Qualifications</b>	
• To hold Qualified teacher status (PGCE or equivalent) in English	<b>E</b>
• To have a Degree in relevant subject	<b>E</b>
• To have a commitment to continuous professional development	<b>E</b>
• You will have or be willing to undergo appropriate First Aid training	<b>D</b>
• A good basic education to GCSE (or equivalent) in literacy and numeracy. Or other evidence of being suitably numerate and literate in English	<b>E</b>
• You have excellent literacy and communication skills, including proficiency in accurate written and spoken English – the ability to make points clearly and confidently, providing information and advice in accurate spoken English, and able to understand the views of others	<b>E</b>
<b>Experience</b>	
• To have experience of meeting the needs of a wide range of students, of mixed ability	<b>D</b>
• Successful secondary teaching experience	<b>D</b>
• To have experience of working and multi-tasking within a complex and demanding role, with the ability to work under pressure and prioritise effectively	<b>E</b>
• Extensive experience of Schools systems SIMS / Bromcom	<b>D</b>
<b>Professional Skills and Knowledge</b>	
• To understand the requirements of the National Curriculum for English and the GCSE demands of English Language / Literature.	<b>E</b>
• Knowledge of effective teaching and learning strategies	<b>D</b>
• Knowledge of effective behaviour management strategies, with the ability to adapt teaching to meet students’ needs and establish a positive learning environment, where students thrive	<b>E</b>
• Ability to build effective working relationships with students, colleagues and parents/carers.	<b>E</b>

<ul style="list-style-type: none"> <li>To have the ability to prioritise own time, work under pressure and meet deadlines with a sense of balance and perspective</li> </ul>	<b>E</b>
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>A commitment to getting the best outcomes for all students and promoting the ethos and values of the school</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>The ability to enthuse students across the ability range with high expectations for children's attainment and progress</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>To be approachable with a high level of interpersonal skills, punctual, reliable, flexible and well organised with good time management</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>To be willing to participate fully in extracurricular activities including English study support and homework clubs</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>Able to maintain complete confidentiality and discretion at all times, combined with a calm personality and sound judgment</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>You have an awareness of and a commitment to equal opportunities</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>You have a commitment to safeguarding and promoting the welfare of children, young people and adults</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>You have an awareness and adherence to relevant health and safety regulations and policies</li> </ul>	<b>E</b>

Applicants who fail to adequately address relevant criteria in their application form and supporting statement will not be considered.

## **ADDITIONAL INFORMATION**

### **Safeguarding and Equalities**

The school is committed to safeguarding and promoting the welfare of students and expects all staff to share this commitment. The post requires the appropriate level of criminal record disclosure (Disclosure and Baring Service check) to be undertaken successfully as a condition of employment.

Tithe Academy is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

### **Recruitment**

The recruitment panel will assess an applicant against the person specification through:

- Application
- Interview
- Assessment Activities
- References and other employment checks