



# Holbrook Academy

## English Teacher

### Person Specification

		Essential	Desirable
<b>Qualifications or Training</b>			
1.	Qualified Teacher Status	✓	
2.	Degree level qualification + secondary PGCE or QTS qualification for the secondary phase	✓	
3.	Relevant professional development	✓	
4.	Evidence of : <ul style="list-style-type: none"> <li>• High academic achievement</li> <li>• Ongoing professional development</li> <li>• Willingness and desire to undertake further professional development and training</li> </ul>		✓
<b>Professional Knowledge</b>			
1.	Evidence of experience of planning and teaching secondary curriculum	✓	
2.	Evidence of: <ul style="list-style-type: none"> <li>• Knowledge of recent initiatives and issues in education</li> <li>• Using ICT as a curriculum tool to improve standards</li> </ul>		✓
<b>Teaching Skills</b>			
1.	Evidence of: <ul style="list-style-type: none"> <li>• Experience of teaching to a high standard</li> <li>• The ability to promote good progress and outcomes by pupils</li> <li>• The ability to manage behaviour effectively to ensure a good and safe learning environment</li> <li>• The ability to demonstrate good subject and curriculum knowledge</li> <li>• ICT competent</li> <li>• An ability to make accurate and productive use of assessment</li> </ul>	✓	
2.	Evidence of: <ul style="list-style-type: none"> <li>• A range of teaching styles able to cater for pupils differing learning styles and needs</li> <li>• Having an extensive knowledge and well informed understanding of a range of learning, teaching and behaviour management strategies</li> <li>• Experience of teaching with excellent classroom practice and outcomes</li> </ul>		✓
<b>Professional Attributes</b>			
1.	Evidence of: <ul style="list-style-type: none"> <li>• Holding positive values and attitudes and adopt high standards of behaviour in a professional role</li> <li>• Genuine commitment to high quality teaching</li> <li>• A commitment to equal opportunities and inclusion</li> </ul>	✓	
2.	Evidence of: <ul style="list-style-type: none"> <li>• A willingness to participate actively in the life and work of the school to support the ethos and culture, providing presence as and when required</li> </ul>		✓
<b>Personal Skills</b>			
1.	Evidence of: <ul style="list-style-type: none"> <li>• Highly effective communication skills with both children and adults, including parents/carers</li> <li>• Effective time management skills and an ability to meet deadlines and work under sustained pressure</li> <li>• Unswerving commitment to implementing whole school/staff policies relating to the safeguarding of children.</li> </ul>	✓	
2.	Evidence of effective ICT skills Proven track record of successful teamwork	✓	

Personal Attributes			
1.	Integrity and moral courage	✓	
2.	Positive work ethic	✓	
3.	Identification with school aims and values	✓	
4.	Commitment to inclusive education	✓	
5.	Enjoy working with young people and be a positive role model recognising your status as a significant adult	✓	
6.	Commitment to equal opportunities	✓	
7.	Inspire students and support colleagues	✓	
8.	Energy, enthusiasm and a positive disposition	✓	
9.	Able to work under pressure to deadlines	✓	
10.	Self-motivating	✓	
11.	Reliable	✓	
12.	Adaptable	✓	
13.	Sense of humour	✓	
14.	Accept and use positive criticism	✓	
15.	Aspirations and potential for further promotion		✓

