



PERSON SPECIFICATION FOR ROLE KS3/4 English Teacher

REQUIREMENT	ESSENTIAL	DESIRABLE
Qualifications and training	QTS	<ul style="list-style-type: none"> • Additional training in positive behaviour management approaches/strategies
Experience	<ul style="list-style-type: none"> • Specialist English teacher familiar with KS3/4 and GCSE curriculums • Experience of successful curriculum development • Experience of the effective use of assessment and analysis of data in raising standards • Experience of monitoring and evaluating data, informing actions for subject improvement 	<ul style="list-style-type: none"> • SEMH teaching experience at good or better standard • Experience of effective partnership working with other schools, parents and also interagency working
Professional knowledge and understanding	<ul style="list-style-type: none"> • Knowledge of range of assessment processes • Using data to set targets for improvement and intervention plans • Knowledge and understanding of effective teaching and learning styles • Knowledge of strategies to support specific SEN ... SEMH • Knowledge of how to contribute to professional development of other staff • Legal requirement on safeguarding and promotion of the well-being of children • National Curriculum knowledge and ability to implement schemes creatively to engage 'hard to reach' learners • Ability to teach other subjects at a reasonable level 	<ul style="list-style-type: none"> • Awareness of latest Ofsted framework
Professional skills	<ul style="list-style-type: none"> • Ability to support the strategic development of English • Use of ICT as a tool for teaching, learning and administration • Ability to formulate SMART targets for individuals across the curriculum • Ability to teach English to students with a wide range of abilities • Ability to reflect on your practice and develop 	<ul style="list-style-type: none"> • Team Teach training or other additional positive behaviour management tools • Ability to teach other subjects to acceptable standard

<i>(Professional skills cont.)</i>	<ul style="list-style-type: none"> • Ability to drive work independently and as part of a team. • Assessment for learning and differentiation • An exemplary classroom practitioner • Positive behaviour management skills • Ability to create a positive culture of high expectation and challenge, and promoting emotional well-being of pupils • Excellent written/oral communication skills • Extensive knowledge of appropriate age range and special phase issues • Good knowledge of a range of accreditations and qualifications for English 	
Quality of application	<ul style="list-style-type: none"> • Good quality communication • Well thought out views • It should address the post requirements and be well presented 	
Reference	<ul style="list-style-type: none"> • Supportive references from employer 	
Disclosure of Criminal Record	<ul style="list-style-type: none"> • The successful candidates appointment will be subject the school obtaining satisfactory enhanced disclosure from DBS 	
<p>Professional attributes:</p> <ul style="list-style-type: none"> • Reflective, creative practitioner, committed to CPD • Ability to communicate effectively with pupils, parents, colleagues and other professionals, valuing their contributions, enabling pupil progress, achievement and well-being. • Ability to establish fair, respectful, trusting, supportive and constructive relationships with pupils and staff • Commitment to inclusion, equality and diversity • The ability to initiate and manage change • A willingness to transport pupils if required 		
<p>Personal qualities:</p> <ul style="list-style-type: none"> • Passionate about enabling pupils to overcome challenges and experience success • Emotional resilience and commitment to ensuring achievement and well-being of each individual pupil • A sense of humour • A solution focussed approach • Flexibility, consistency, integrity • An ambitious and diligent professional who can motivate and inspire learners • The ability to deal sensitively with people and resolve conflict • An unrelenting positive attitude • Ability to manage time effectively • Good health and attendance record 		