



KING EDWARD VI BALAAM WOOD ACADEMY

Educational excellence for our City

Person Specification

~ Graduate Coach~

King Edward VI Balaam Wood Academy, New Street, Frankley, B45 0EU

CRITERIA	ESSENTIAL
KNOWLEDGE & EXPERIENCE	• Experience of working with or supporting young people, either individually or in small groups (AF/I) • Experience of tutoring, mentoring or providing academic support would be advantageous (AF/I) • Strong knowledge and understanding of English and the ability to apply this to supporting pupils' learning (AF/I/T) • An understanding of how targeted intervention can be used to address gaps in pupils' knowledge and skills (AF/I) • The ability to build positive and productive relationships with pupils and colleagues (I) • An understanding of relevant academy policies, safeguarding requirements and statutory guidance (AF/I) • Experience of using ICT effectively to support learning (AF/I)
SKILLS & ABILITIES	• Excellent subject knowledge in English (AF, I, T) • The ability to identify pupils' learning needs and provide focused support to address them (I/T) • The ability to plan and deliver engaging English intervention sessions appropriate to pupils' individual needs (I/T) • The ability to explain English concepts clearly and adapt explanations and approaches where pupils require additional support (I/T) • The ability to motivate pupils and develop their confidence, independence and resilience (I) • The ability to monitor and assess pupil progress and provide effective feedback to teaching staff (I/T) • The ability to communicate effectively and professionally with pupils, colleagues, parents and carers (AF/I)

	• The ability to manage behaviour positively and consistently in line with the academy's Behaviour Policy (I) • The ability to work collaboratively while also using initiative and working independently when appropriate (AF/I) • The ability to actively support the academy's vision, values and wider initiatives (AF/I)
QUALIFICATIONS	• Degree or equivalent qualification in English or a closely related subject (AF) • GCSE Grade 5 or above (or equivalent) in English and Mathematics (AF) • Good ICT skills (AF/I) • A commitment to participating in relevant training and professional development (AF/I)
OTHER	• A positive, flexible and solution-focused approach (AF/I) • Organised, reliable and able to manage responsibilities effectively (AF/I) • Patient, calm and kind, with a genuine commitment to supporting young people (AF/I) • Ambitious for all pupils and committed to helping them achieve the best possible outcomes (AF/I) • Collaborative in approach and committed to working positively with colleagues across the academy (AF/I) • Bold in encouraging pupils to challenge themselves, develop confidence and overcome barriers to learning (AF/I) • A genuine enthusiasm for English and the ability to inspire this in young people (AF/I) • A clear commitment to safeguarding and promoting the welfare of children and young people (AF/I) • Committed to the academy's ethos, values and inclusive culture (AF/I)
Method of Assessment (M.O.A.) Application Form (AF), Interview(I), Test or Exercise (T) September 2026	