



Personal Specification – English Teacher

Qualifications / Experience	Desirable	Essential	How evidenced
Recent school experience	Successful experience in an inner city school. Successful use of a range of strategies to raise attainment.	Successful experience in a secondary school, working with pupils, parents & staff and suitability to work with children. Successful experience in using a range of strategies for raising attainment.	Application / interview / references
Employment		A range of teaching experiences in secondary education, leading to improved attainment.	Application / interview / references
Communication Skills	Confidently and successfully use strategies to raise attainment.	Communicate with a wide range of pupils and colleagues. Experience of using of ICT.	Application / interview / references
Education & Training	Further qualifications relevant to English teaching at KS3, 4 and/or 5	Teacher qualified, recent training in use of new technologies and other raising attainment initiatives, Awareness of CPD needs.	Application / references
Additional skills	Experience of using drama within English .	Willingness to learn and adopt alternative strategies in the delivery of the English curriculum.	Application / interview / references
Personal Skills & Qualifications	Desirable	Essential	How evidenced
Ability to learn	Able to initiate new ways of working, to learn new processes and approaches to problem solving.	Quick learner, able to be flexible and adapt to nature of initiatives – able to learn from mistakes and develop effective learning strategies for pupils and staff.	Interview / references
Organisation	Able to work in teams and embrace transformational change, take initiative and leadership opportunities.	Efficient and well organised. Able to operate high reliability procedures. Able to plan and prepare thoroughly, in advance and collaboratively.	Application / Interview / references
Personal qualities	Able to work at pace, bringing along colleagues and not afraid to take calculated risks and strive for the best.	Excellent interpersonal skills with a robust sense of humour, able to reflect on performance and find solutions. Able to see opportunities and complete.	Interview / references
Working under pressure	Able to predict pressure points and plan ahead.	Able to complete under pressure and to deadlines. To lead pupils, staff, parents & stakeholders to closure.	Application / interview / references
Positive attitude	Able to predict need for initiative, read trends and lead change.	Can do attitude, ability to complete tasks and to present alternative solutions where appropriate.	Application / interview / references
Attendance & Punctuality		Excellent attendance and punctuality.	References
Health record		Record of good health, highly reliable and with the capacity to work effectively independently and in a team.	References