



Person Specification

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| Post Title: | Teacher of English |
| Specific Teaching – Key Skills and Abilities | <ul style="list-style-type: none"> • Demonstrate consistent and effective planning of lessons and sequences of lessons to meet students’ learning needs • Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for students • Ability to identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught • Ability to set clear targets for students’ learning, building on prior attainment • Ability to identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs) • Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management so that momentum and challenge are maintained • Ensure that high expectations for students’ behaviour are established and maintained • Ability to use teaching methods that keep students engaged, including stimulating students’ intellectual curiosity, effective questioning and response, clear presentation and good use of resources • Ability to assess how well learning objectives have been achieved and use this assessment for future teaching • Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback • Demonstrate that, as a result of your teaching, students achieve well relative to the students’ prior attainment • Demonstrate knowledge on how to prepare and present informative reports to parent/carers • Ability to recognise that learning takes place outside the school context and relate learning experiences to real and work-related examples • Demonstrate an understanding for the need to liaise with agencies responsible for students’ welfare • Demonstrate an active contribution to the policies and aspirations of the school |
| Other – Key Skills and Abilities | <ul style="list-style-type: none"> • Excellent interpersonal, communication, organisational and presentation skills • Good analytical and numeracy skills • Ability to organise and prioritise work effectively, to plan action in order to meet deadlines and to complete tasks with the minimum of supervision • The capacity to learn new skills, take initiatives and generate ideas • Good office productivity system skills, particularly Word and Excel • Ability to instigate, review and manage change |
| Education/Qualifications Required | Evidence of an undergraduate degree and if the degree does not lead to Qualified Teacher Status (QTS) a successful completion of a teacher training programme confirming QTS |

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| Knowledge Required | <ul style="list-style-type: none"> • Demonstrate a thorough and up-to-date knowledge of English including at A Level • Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements • Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to work • Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in that subject |
| Experience Required | <ul style="list-style-type: none"> • Study of English as part of a Higher Education Course • Teaching of English at A Level • Experience of teaching successfully in a secondary school, at least as part of an initial training programme |
| Personal Attributes | <ul style="list-style-type: none"> • Reliability, honesty and a commitment to maintaining confidentiality • The ability to establish good working relationships with a wide range of students, staff, parents and Governors • An understanding and sympathy for the needs of students across different abilities, age ranges and social backgrounds • The ability to handle sensitive matters with discretion and in confidence • Ability to take personal responsibility for organising and meeting targets • Self- motivated with the ability to enthuse and motivate others • Energy and enthusiasm • Professional and confident manner • Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and students' learning • A commitment to continuous development and improvement, team working and the highest possible professional standards • Ability to work calmly and effectively under pressure |

Churchmead School is committed to safeguarding and promoting the welfare of children. All appointments are made in accordance with safer recruitment practices and the statutory guidance in Keeping Children Safe in Education. Online checks will be carried out on all shortlisted candidates, and all appointments are subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children.