



Holywell School
A Church of England School
Providing a Values-based education
ENGLISH TEACHER
PERSON SPECIFICATION



		Essential Attributes	Desirable Attributes	Evidence
1	Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status To be able to teach within the range 9 - 13 years. 	<ul style="list-style-type: none"> B.Ed Degree or Degree & P.G.C.E. M.A. 	Application form.
2	Experience of	<ul style="list-style-type: none"> teaching pupils in the 9 - 13 age range. teaching English using ICT to support pupil in this age range active involvement in extra-curricular activities 	<ul style="list-style-type: none"> teaching an additional curriculum area 	Application form and interview. Reference.
3	Knowledge and Understanding	The Teacher must have a good knowledge and understanding of: <ul style="list-style-type: none"> the KS2 and KS3 national curriculum English how to ensure students make good progress in English how to inspire, motivate and challenge students in KS2 and KS3 current educational debates, supporting raising student outcomes how to plan and teach well-structured lessons the theory and practice of providing effectively for the individual needs of all children and knowing how to adapt teaching to respond to the needs and strengths of all students how to make accurate and productive use of assessment Inc. knowledge of statutory assessment requirements) how to manage behaviour effectively to ensure a good and safe learning environment how to keep children safe and what constitutes safer working practices 	Ideally, the teacher will have knowledge and understanding of: <ul style="list-style-type: none"> Current best practice and research in teaching English Current best practice and research in teaching, learning and assessment Assessment for Learning 	Application form and interview. Reference

		Essential Attributes	Desirable Attributes	Evidence
3	Skills / Aptitude	<p>The teacher must have the following skills:</p> <ul style="list-style-type: none"> • Be able to establish a safe and stimulating environment for students, rooted in mutual respect • Be able to create a happy, challenging and effective learning environment which enables effective learning to occur, including creating lessons which interest and enthuse students, supported by clear positive behaviour management practice. • Be able to set goals that stretch and challenge students of all backgrounds, abilities and dispositions • Be able to demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils • Be able to provide incisive feedback about what students can do to improve their knowledge, understanding and skills. • Be able to plan, deliver and evaluate effective learning experiences • Be able to manage conflict effectively and peacefully • Be able to provide parents and other stakeholders with clear and timely information on how well students are progressing and how well students are doing in relation to the standards expected. • Be able to help parents about how to support their child to improve. • Strong interpersonal and communication skills • Emotional awareness • Literacy, numeracy and ICT skills • Effective questioning skills • To be personable and approachable, capable of working well with colleagues. 	<ul style="list-style-type: none"> • To be able to articulate enthusiasm and beliefs in a positive way. 	<p>Application form and interview.</p> <p>Reference.</p>
4	Philosophy & Practice	<ul style="list-style-type: none"> • To express a clear educational philosophy, for promoting the learning and personal development of all students rooted in clear values of respect, hope and dignity. • Reflective practitioner / Self-aware. • Growth Mindset. • Evidence of attending to personal professional development • Commitment to safeguarding • Commitment to upholding the values and beliefs commensurate with working in a Church of England school 	<ul style="list-style-type: none"> • Experience of working in a values-school • Experience of working in a Church of England School 	<p>Application form and interview.</p>
5	Other	<ul style="list-style-type: none"> • Commitment to providing a high standard of work. • Works within professional boundaries • Clear, high standard application that responds well to the job description and person specification. 		<p>Application form and interview.</p>