



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



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

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