

Walsall Academy
PERSON SPECIFICATION: ENGLISH TEACHER

Attributes	Essential	Desirable	Evidenced Through
QUALIFICATIONS	<ul style="list-style-type: none"> • QTS status • Qualification to the equivalent of degree level in English or a related subject 	<ul style="list-style-type: none"> • Further relevant qualification in English 	<ul style="list-style-type: none"> • Evidence of paper qualifications
WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS	<ul style="list-style-type: none"> • Knowledge and understanding of English at KS3, KS4, and 'A' level of strategies that improve understanding • Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students. • Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management • Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students • Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons • Ability to reflect on own practice • Ability to differentiate tasks appropriately 	<ul style="list-style-type: none"> • Ability to use research evidence to inform and improve teaching 	<ul style="list-style-type: none"> • Application letter • Evidence from teaching a 20 minute lesson • Interview and communication
SPECIALIST KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Secure knowledge and understanding of the knowledge, concepts and skills in teaching English 	<ul style="list-style-type: none"> • Able to make good use of ICT as a learning resource • Knowledge of how to give positive and targeted support to students with special educational needs 	<ul style="list-style-type: none"> • Application letter • Interview questions

<p>PERSONAL SKILLS AND ATTRIBUTES</p>	<ul style="list-style-type: none"> • Determination to encourage the highest quality of learning • experience for all students • A commitment to equal opportunities • Ability to establish good and productive working relationships, and work well in a team • Ability to communicate effectively to staff, students, parents, orally and in writing • Ability to meet deadlines • Able to empathise with young people and yet be firm, fair and consistent when dealing with them • Excellent attendance and punctuality • Ability to work in and to lead a team • Enthusiasm, personal dynamism, edge and stamina • Sense of humour and perspective • Ambition • Personal presence 	<ul style="list-style-type: none"> • Ability and willingness to offer extra-curricular activities. 	<ul style="list-style-type: none"> • Evidence from the taught lesson of enthusiasm, empathy with young people, communication • Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons • Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication • Evidence from references will reflect school's request for comments on personal skills and attributes (references will be sent the job description and person specification)
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