

Haydock High School



Teacher – English Post Person Specification

| | | <i>Essential</i> | <i>Desirable</i> | <i>Identified</i> |
|-----------|---|------------------|------------------|-------------------|
| 1. | Qualifications | | | |
| | Qualified Teacher Status | ✓ | | A/C |
| | Good Honours degree in English | ✓ | | A/C |
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| 2 | Experience | | | |
| | Evidence of consistently good and outstanding teaching and pupil progress | ✓ | | A/I/R |
| | Evidence of commitment to ensuring the highest level of achievement for all pupils regardless of background and/or ability | ✓ | | A/I/R |
| | Evidence of continuing personal and professional development | ✓ | | A/I |
| | | | | |
| 3 | Professional knowledge and understanding | | | |
| | Excellent subject knowledge | ✓ | | A/I/R |
| | Strong knowledge of pedagogy and the process of teaching and learning | ✓ | | A/I/R |
| | Ability to analyse student progress data and its application, with appropriate strategies, in raising student achievement and attainment | ✓ | | A/I/R |
| | Evidence of successful behaviour management | ✓ | | A/I/R |
| | An awareness of DSEN teaching and learning strategies | ✓ | | A/I/R |
| | Ability to contribute to collaborative planning and schemes of learning | ✓ | | A/I/R |
| | | | | |
| 4 | Skills | | | |
| | Ability to motivate students of all ability levels and convey enthusiasm for English | ✓ | | A/I/R |
| | Excellent interpersonal communication skills and the ability to form strong relationships with pupils, staff, parents and the wider community | ✓ | | A/I/R |
| | Adaptability and flexibility to embrace new developments to raise student attainment | ✓ | | A/I/R |
| | Ability to self-organise, multi-task and prioritise | ✓ | | A/I/R |
| | Ability to consistently meet deadlines | ✓ | | A/I/R |
| | Ability to think creatively and imaginatively in order to anticipate and solve problems as well as identify opportunities | ✓ | | A/I/R |
| | High levels of literacy and numeracy | ✓ | | A/I/R |

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|----------|--|---|--|-------|
| | | | | |
| 4 | Personal Qualities | | | |
| | Enjoys and thrives working in a learning environment with young people | ✓ | | A/I/R |
| | Works well in a team | ✓ | | A/I/R |
| | To be able to work successfully under pressure | ✓ | | A/I/R |
| | Possess excellent communication skills | ✓ | | A/I/R |
| | Possess good time management skills | ✓ | | A/I/R |
| | Open to advice and constructive criticism | ✓ | | A/I/R |
| | Be prepared to work out of hours in support of extra-curricular activities | ✓ | | A/I/R |
| | Displays an awareness, understanding and commitment to the protections and safeguarding of children and young people | ✓ | | A/I/R |
| | Supportive of colleagues | ✓ | | A/I/R |
| 5 | Other Circumstances | | | |
| | An ability to fulfil all spoken aspects of the role with confidence through the medium of English | ✓ | | I |

Key: C – Certificates A – Application form I – Interview R - Reference