|  |  |  |  |
| --- | --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** | **Evidence** |
| **Education and Qualifications** | | | |
| * Qualified Teacher status * Recent and relevant Continual Professional Development * First degree or equivalent in a relevant subject * Good Honours Degree in English | ✓  ✓  ✓ | ✓ | Application  Letter & Application  Application  Application |
|  |  |  |  |
| **Experience** | | | |
| * Recent and successful teacher experience in the relevant subject area at both KS3 and KS4 | ✓ |  | Application |
| * Proven track record of delivering excellent outcomes for pupils of all abilities | ✓ |  | Application, References & Interview |
| * Minimum of 2 years’ experience in a successful English department or equivalent | ✓ |  | Application & References |
| * Evidence of outstanding achievement and attainment at KS4 (minimum 2 years) | ✓ |  | Application & References |
| * Experience of leading or managing development in the core curriculum area |  | ✓ | Application & References |
| * Experience of making a significant contribution (minimum 2 years) in improving pupil outcomes at KS3 and KS4 |  | ✓ | Application & References |
| * Experience of organising and participating in effective extra-curricular work |  | ✓ | Application & References |
| Knowledge, Understanding, Skills & Abilities |  |  |  |
| * Outstanding communication skills both verbal and written | ✓ |  | Application |
| * Outstanding classroom teacher | ✓ |  | Application & Interview |
| * Outstanding classroom management | ✓ |  | Application |
| * Ability to prioritise tasks and effectively delegate if and when appropriate | ✓ |  | Application |
| * Ability to lead, motivate, challenge and inspire staff and pupils |  |  | Application & References |
| * Ability to initiate and successfully implement change |  |  | Application & References |
| * Ability to implement accumulative and relevant assessments for formative and summative assessment points | ✓ |  | Application and References |
| * Ability to use data effectively to initiate strategies needed in all scenarios | ✓ |  | Application, References & Interview |
| * Ability to create and share a vision for the English department | ✓ |  | Application, References & Interview |
| * Ability to professionally develop department staff | ✓ |  | Application, References & Interview |
| * Ability to lead on Academy wide CPD | ✓ |  | Application, References & Interview |
| * Ability to work calmly under pressure | ✓ |  | Application, References & Interview |
| * Experience in the use of new technologies to improve teaching and learning |  | ✓ | Application, References & Interview |
| Personal Qualities | | | |
| * Reliable and conscientious | ✓ |  | Application, References & Interview |
| * Desire and ability to learn new skills | ✓ |  | Application, References & Interview |
| * High aspirations of all pupils | ✓ |  | Application, References & Interview |
| * Caring and supportive | ✓ |  | Application, References & Interview |
| * Enthusiastic team player | ✓ |  | Application, References & Interview |
| * Organise, plan and prioritise effectively | ✓ |  | Application, References & Interview |
| * Flexibility, adaptability and creativity | ✓ |  | Application, References & Interview |
| * Motivational leader | ✓ |  | Application, References & Interview |
| * Inspirational leader | ✓ |  | Application, References & Interview |

**References:**

Any relevant issues arising from references will be taken up at interview

**DBS and pre-occupational health:**

St Aidan’s CE Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

**Equal opportunities:**

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applications with disabilities will be granted an interview if the essential job criteria are met.

**Information in support of application:**

Please ensure you cover all points in the person specification within your additional information section of St Aidan’s CE Academy application form (maximum 2 sides of A4 paper, font 12).