



# BISHOPSTROW COLLEGE

A pathway to excellence

## Person Specification - English Language Teacher

	Essential	Desirable	Assessed
<b>Qualifications</b>			
1	Good honours degree	Post graduate qualification in subject or PGCE/QTS	Application Form, Certificates
2	TEFLI qualification: CELTA or equivalent.	TEFLQ qualification: DELTA or equivalent.	
<b>Experience</b>			
3	Effective working with young people of a range of ages and abilities	Experience of working with EAL students at British boarding schools	Application Form
4	Evidence of making an effective contribution to a team	Evidence of syllabus development	
5	Evidence of success in delivering Cambridge exams such as KET, PET, and FCE.	Experience of delivering IGCSE ESL.	
<b>Skills and Attributes</b>			
6	Ability to deliver a high-quality learning experience to all students in the subject area	Ability to design and adapt schemes of work to the needs of the students	Application Form, Interview, References
7	Ability to work with small groups to offer an individual focus on improvement	Experience of tracking student progress to inform teaching and learning	
8	Excellent communication skills (both verbal and written) at all levels to a variety of audiences e.g. students and staff		
9	Proficiency in time management	Experience of balancing a full teaching load with academic administration duties	
10	Experience of teaching technologies such as interactive whiteboards and virtual learning environments		
11	Potential for professional progression	Desire to study towards a higher level teaching qualification	
12	Commitment to extra-curricular activities and boarding education		
13	A high level of competency in ICT	Knowledge of Excel, Word and other MS software	



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<b>Professional Values</b>			
14	Responsible approach to working with children and young people		Application form, interview, references
15	Understanding of safeguarding issues and promoting the welfare of children and young people		
<b>Personal Characteristics</b>			
16	Dynamic “can do” approach		Application form, Interview, References
17	Capacity to work alongside colleagues, contributing effectively to a team	Ability to work as part of a wider team to continually develop the syllabus and forge cross-curricular links	
18	Ability to quickly establish and maintain positive relationships with students and staff		
<b>Special Requirements</b>			
19	Be willing to undergo an Enhanced Disclosure and Barring Service check		Interview

**The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**