



BISHOPSTROW COLLEGE

A pathway to excellence

Person Specification - English Language Teacher

| | Essential | Desirable | Assessed |
|------------------------------|--|--|---|
| Qualifications | | | |
| 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. | |
| Experience | | | |
| 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. | |
| Skills and Attributes | | | |
| 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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| Professional Values | | | |
|---------------------------------|---|--|---|
| 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 | | |
| Personal Characteristics | | | |
| 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 | | |
| Special Requirements | | | |
| 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.