



The Schelwood Trust

Herschel Grammar Person Specification – Fixed Term Teacher of English		
	Essential	Desirable
Qualifications		
Educated to a good standard of education.	√	
Educated to degree level or equivalent in English	√	
QTS.	√	
Experience		
Evidence of middle leadership experience		√
Evidence of successful organisational and administrative skills.	√	
Effective and efficient use of ICT to enhance teaching and learning.		√
Skills		
Effective interpersonal skills.	√	
Effective communication skills.	√	
Ability to meet deadlines.	√	
A willingness to work for the benefit of pupils	√	
Ability to lead, manage, motivate and inspire staff	√	
Personal Attributes		
Professional integrity and honesty	√	
A commitment to a team ethos	√	
Good interpersonal skills	√	
Ability to watch, listen and learn from others		√
High degree of emotional intelligence which brings stakeholders with you		√
A sense of humour and a can-do attitude	√	
Empathy for students, parents, staff and the community	√	
Confidence, tenacity, flexibility and adaptability		√
Commitment to maintaining the caring and supportive ethos of the school	√	
Ability to recognise own emotions and minimise negative impact on others	√	
Willingness to 'go the extra mile'	√	
In Service Training		
Able to demonstrate commitment to improvement through a variety of means – personal reflection,		

departmental development time, whole school training and attending relevant courses.	√	
Diversity and Equality		
Commitment to and promoting diversity, equality and inclusion within the organisation	√	
Safeguarding		
Commitment to promoting and safeguarding the welfare of children and young people.	√	
Satisfactory Enhanced DBS clearance	√	