



Candidate Specification
Teacher of English (Maternity Cover)
June 2025

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Be a well-qualified graduate with a good honour's degree in English based subject and a PGCE or other recognised teaching qualification in English 	<ul style="list-style-type: none"> Further professional qualifications 	Application Form Reference
Experience	<ul style="list-style-type: none"> Have experience of teaching and inspiring pupils across the Key Stages 3 and 4 age and ability range to learn effectively and produce work of a high standard, using assessment to inform future planning of pupils' work 		Application form Reference Interview
Knowledge, Skills and Abilities	<ul style="list-style-type: none"> Be an energetic, innovative and enthusiastic teacher with a thorough knowledge of the National Curriculum, and with the ability to motivate and interest pupils of all abilities Have a very clear understanding of the Literacy and Numeracy framework (LNF) and its application across the curriculum and model good use of literacy and numeracy with pupils as well as having an awareness of digital competency framework (DCF). 	<ul style="list-style-type: none"> Understand the teacher's role and responsibility in relation to the overall running of the department and the school Be aware of developments locally and nationally in the field of English education and pedagogy The ability to undertake duties effectively in a bilingual school and LA 	Application Form Reference Interview

	<ul style="list-style-type: none"> • Show evidence from teaching or teaching practice of the ability to elicit work of a high standard from pupils of different ages and abilities • Be a sound classroom manager with the skills needed to create a climate in which effective learning can take place • Be able to contribute to the effective delivery of cross-curricular strategies such as those in numeracy, literacy and ICT • Be a good administrator who can ensure the effective and timely completion of tasks, the writing of reports, maintenance of records etc. • Be able to work independently and as part of a team, seeking advice when necessary • Demonstrate a commitment to continuing professional development • Have a good awareness of the Curriculum for Wales and its impact 		
Professional conduct and suitability to work with Young People	<ul style="list-style-type: none"> • Excellent attendance, punctuality and discipline record 		Reference DBS Check