**Ponteland High School**

**PERSON SPECIFICATION FOR**

**THE POST OF ENGLISH**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential**  **Requirements** | **Desirable**  **Requirements** | **Evidence From** |
| **Qualifications**  **and**  **Experience** | (i) Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent) | Higher degree in relevant area | Application Form |
| (ii) Recent and relevant experience of teaching English across all key stages including A level |  | Application Form Classroom observation  Reference |
| (iii) Successful training, teaching practice and/or successful prior teaching experience | Interest and expertise in a particular aspect of teaching | Application Form  Reference  Interview |
| **Knowledge**  **and**  **Experience** | (i) Clear views on what constitutes successful classroom practice |  | Classroom observation  Interview |
| (ii) Strong subject knowledge | Higher degree in relevant area | Letter of Application  Interview |
| (iii) Ability to demonstrate a range of learning and teaching strategies | Involvement in specific learning and teaching projects | Letter of Application  Reference  Interview |
| (iv) Commitment to continual improvement | Evidence of engagement with regular CPD  Involvement in Action Research |  |
| **Personal**  **Qualities** | (i) Ability to work as part of a subject/ curriculum team |  | Reference  Interview |
| (ii) Excellent ICT skills | Experience of working with electronic whiteboards, VTLE’s etc. | Classroom observation  Letter of Application  Reference |
| (iii) Ability to maintain good classroom behaviour |  | Classroom observation  Reference |
| (iv) Excellent personal and organisational skills e.g. lesson preparation, scheme of work development, meeting deadlines, good record keeping etc. |  | Application form  Reference  Interview |
| (v) Excellent interpersonal skills |  | Interview  Reference |
| (vi) Hard working, healthy and good attendance record |  | Post interview check |
| (vii) Likes working with young people and can contribute to whole school ethos | Can contribute to wider school development e.g. sport, drama, music, visits etc. | Reference  Interview |
| (viii) Good sense of humour and personal resilience |  | Interview  Reference |

Kieran McGrane

Headteacher