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| **CRITERIA FOR SELECTION** | **ESSENTIAL** | **DESIREABLE** | **ASSESSMENT** |
| **A: QUALIFICATIONS FOR THE POST** | | | |
| Qualified teacher status | **✓** |  | Application |
| Teaching experience at Key Stages 3 and 4  In one or more of the Key stage 4 areas taught currently. | **✓** |  | Application |
| A good track record of recent professional development | **✓** |  | Application |
| **B: EXPERIENCE / ABILITIES AND SKILLS** | | | |
| Proven success as a classroom practitioner, evidence of high quality teaching at KS3 and KS4 | **✓** |  | Interview |
| Experience of monitoring the quality of students work and setting appropriate challenge to assist learning | **✓** |  | Interview |
| Ability to interpret data relating to student performance and attendance, and be able to translate this into successful teaching and learning strategies. | **✓** |  | Interview  application |
| The ability to embrace new teaching and learning styles to develop students of all abilities. Evidence of the use of a variety of teaching and learning styles to develop outstanding practice | **✓** |  | Application  Interview |
| Proven interpersonal skills and the ability to support colleagues and work cooperatively in a team setting | **✓** |  | Interview |
| Excellent organisational skills and the ability to develop and enhance the practice of self and others | **✓** |  | Interview |
| The ability to gain the confidence, trust and respect of students, other staff, parents and to be able to build successful working relationships at all levels | **✓** |  | Interview |
| Can demonstrate high classroom standards and the ability to manage challenging behaviour in a firm and consistent manner | **✓** |  | Interview |
| Ability to forward plan and be able to review processes and initiate change for the benefit of students | **✓** |  | Interview |

**Teacher of Science – Person Specification**

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| Evidence of the utilisation of ICT in teaching in order to raise standards | **✓** |  | Interview / application |
| **C: OTHER REQUIREMENTS** | | | |
| An excellent attendance and punctuality record | **✓** |  | References |
| To demonstrate a commitment to students to enable them to achieve their full potential | **✓** |  | Interview Application |
| A commitment to the school ethos and policies | **✓** |  | Interview |
| A commitment to undertake ongoing professional development. | **✓** |  | Application |