

Attributes	Essential	Desirable	How Identified
Qualifications	Recognised teaching qualification		App Form Interview
Experience	<p>At least 2 years minimum teaching experience in a Secondary School/Academy.</p> <p>Evidence of delivering 'good or Outstanding' lessons.</p> <p>ICT literate.</p> <p>Experience of teaching in an inner city Secondary Academy.</p> <p>Experience of developing an area of the curriculum.</p>	<p>Experience of teaching in sixth form.</p> <p>Experience of tracking pupil progress to accelerate their rate of progress.</p>	<p>App Form Interview References. Lesson Observations.</p>
Social Knowledge	<p>Fully conversant with good Secondary practice.</p> <p>Working knowledge of the National Curriculum.</p> <p>Knowledge of Assessment and tracking procedures and how they can be used to adapt planning and delivery of the curriculum.</p> <p>Working knowledge of the faith communities of the children attending the Academy.</p> <p>Safeguarding and child protection procedures.</p>	<p>Experience of leading a National Curriculum Subject.</p>	<p>App Form Interview References. Lesson Observations.</p>
Disposition Adjustment Attitude	<p>Conscientious, reliable, flexible, good inter-personal skills with both adults and children.</p> <p>Self-motivated, understand the importance of self-evaluation and professional accountability.</p> <p>Willingness to participate fully in academy life.</p> <p>Good team player.</p> <p>Calm and able to deal with competing demands on time managing stress levels.</p>	<p>Able to support and inspire others - adults and children.</p>	<p>App Form Interview References.</p>

	Able to form good relationships with parents from minority ethnic communities.		
Practical & Intellectual Skills	<p>Good organisational and behaviour management skills.</p> <p>Ability to match teaching strategies to different learning styles to engage all pupils.</p> <p>Good written and oral communication skills.</p>	Able to analyse pupil progress data and use it to plan intervention strategies to close gaps in pupil progress	App Form Interview References. Lesson Observations.
Circumstances & Training	<p>Enhanced DBS check</p> <p>Be willing to undertake some out of academy hours working eg. After academy clubs.</p> <p>Commitment to taking part in continual professional development.</p>	Evidence of recent attendance on appropriate courses.	App Form Interview References.
Physical / Sensory	To be physically and mentally able to meet the demands of teaching children and mentally equipped to withstand the pressures of the post.		App Form Interview References.