

[illegible]

	8. Ability to establish criteria for monitoring and evaluation. 9. Ability to organise own time effectively and meet deadlines. 10. Clear ideas about staff development and how to impact on teaching and learning and standards.		A / I  A / I
4. Professional Attributes	1. Ability to demonstrate a high level of creative and analytical thinking. 2. The intellectual capacity to research, synthesise and implement effective pedagogy. 3. Positive impact on the professional development of others. 4. Active involvement in professional development activity. 5. Understanding of the issues and commitment to Equal Opportunities and Inclusion. 6. Strong stance against oppressive behaviours. 7. Personal qualities to include: reliability, integrity and honesty; flexibility and adaptability; determination and resilience; energy, positivity, good humour, positive presence and role model. 8. Commitment to continuous improvement. 9. Self-motivating and resilient. 10. Excellent record of attendance.		A / I  A  A  A  A / I  A  A / I  A / I  A
5. Relationships	1. Approachable and sensitive to the needs of others. 2. Ability to build positive and supportive relationships with young people, colleagues and parents. 3. Ability to gain the respect of all colleagues. 4. Ability to raise issues and tackle and resolve complex problems. 5. Ability to resolve conflict.		A / I  A / I  A / I  A / I  I
6. Teaching and Learning	1. Enjoyment of and expertise in teaching 2. An 'Outstanding' practitioner 3. Ability to motivate students of all abilities and backgrounds and to promote positive attitudes.	1. Has led special curriculum projects e.g. transition projects, cross-curricular events.	A / I  A  A  A

	4. Successful use of differentiation/ personalised learning. 5. Successful embedding of independent learning in all lessons. 6. Successful embedding of literacy and numeracy skills in lessons. 7. Insistence on and achievement of high standards of work and behaviour. 8. Ability to evaluate teaching and learning. 9. Makes highly effective use of student assessment and feedback.		A  A  A  A / I  A / I
7. Communication	1. Excellent oral, written and ICT communication skills.	1. Has written whole school policies/ documents/ publications.	A / I
8. Safeguarding	1. Must satisfy all appropriate checks e.g., List 99, CRB.	<ul style="list-style-type: none"> <li>Enhanced CRB check.</li> </ul>	A

Evidence = A – application; I - interview