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| **Qualifications** | **Essential** | **Desirable** |
| Qualified to degree level or above |  |  |
| Qualified Teacher Status |  |  |
| Further education qualifications in related field(s) |  |  |
|  |  |  |
| **Knowledge and Understanding** |  |  |
| Use a positive approach to promote excellent learning behaviour |  |  |
| Willingness to use a variety of teaching and learning strategies to engage all learners |  |  |
| Open-minded, self-evaluative and adaptable to change. appropriate to the need to communicate effectively |  |  |
| Thorough up to date knowledge of the curriculum area and requirements |  |  |
| Ability to analyse and interpret data effectively and act upon the information |  |  |
| Raising achievement of students |  |  |
|  |  |  |
| **Experience** |  |  |
| Successful teaching experience in a secondary school setting |  |  |
| Reflecting on and improving teaching to increase student achievement |  |  |
| Continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities. |  |  |
| Raising attainment in a challenging classroom environment |  |  |
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| **Skills and Personal Attributes** |  |  |
| Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice |  |  |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards |  |  |
| Thinks strategically about classroom practice and tailoring lessons to students needs |  |  |
| Demonstrates resilience, motivation and commitment to driving up standards of achievement |  |  |
| Commitment to regular and on-going professional development and training to improve classroom practice. |  |  |
| Genuine passion and a belief in the potential of every student |  |  |
| Ability to remain calm, courteous and act as a role model to colleagues and students |  |  |
| Ability to work as an integral part of a team |  |  |
| Ability to maintain confidentiality at all times |  |  |
| Strong interpersonal, written and oral communication skills |  |  |
|  |  |  |
| **Equal Opportunities and Safeguarding** |  |  |
| Committed to the highest standards for child protection |  |  |
| Commitment to and belief in equal opportunities and to equally value all students |  |  |
| Commitment to supporting and promoting safeguarding, student welfare, equality and diversity |  |  |
|  |  |  |
| **Other** |  |  |
| To promote and work in accordance with the vision and ethos outlined by the College and The Kemnal Academies Trust (TKAT). |  |  |