|  **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
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| **KNOWLEDGE** | * Broad subject knowledge
* Thorough knowledge of national developments in assessment and reporting
* Knowledge of recent developments in learning and teaching
* Knowledge and understanding of current issues relevant to the curriculum
 | * Experience within an exam board
* Commitment to developing subject knowledge through subject specific research
* Knowledge of strategies to support both staff and students.
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| **SKILLS** | * Committed to preparing and delivering high-quality learning sessions, using a range of teaching and learning strategies
* Committed to enabling all students to achieve high standards
* Ability to use assessment and progress data to drive provision
* A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress
* Committed to further developing teaching skills through professional development and learning
* Effective communication and interpersonal skills with both adults and children.
* Able to work as a member of a high performing team
* Teaching secures good progress over time for students
* Able to work with students, colleagues and parents with a high level of professionalism
* Able to actively support the Academy’s high expectations of behaviour and attitudes to learning
* Lead initiatives and take ownership of schemes of work for their own CPD
 | * Ability to articulate how professional development and learning activities have impacted on practice
* Committed to further developing teaching skills through CPD / training etc.
* Demonstrated leadership qualities of supporting the development of high performing teams
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| **EXPERIENCE** | * Secondary School teaching across Key Stage 3 and 4 and the full ability range
* Experience of working with children and young people.
* Able to provide examples of the positive impact of your teaching on children’s learning in your application.
* Evidence of your commitment to continuous high quality professional development.
* Knowledge of recent developments in learning and teaching
* A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress
* A good understanding of effective ways to facilitate learning and drive student progress
 | * Secondary school teaching across the age and ability range
* Experience of working with young people in a variety of different school settings
* Experience of partnership working and dissemination of ideas/materials
* Evidence of impact on pupil progress for children with English as an additional language and pupils with SEND
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| **QUALIFICATIONS** | * A degree
* QTS status
 | * Subject related qualification
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| **PERSONAL ATTRIBUTES** | * Shows humility and cares about what they do – committed to increasing the life chances of young people
* Has a Federation mind set and keen to collaborate with Federation colleagues
* Able to inspire and motivate young people
* Seeks to develop leadership skills
* Able to release potential in others, quick to acknowledge fault and quick to recognise the achievement of others
* Has high expectations of self and students
* Reliable, punctual and responsible
* Puts a high value on treating others with respect and courtesy
* Committed to inclusion
 | * A willing contributor to the development of the Team and the Academy
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| **EQUALITY** | * An understanding of, acceptance and commitment to the fundamental principles of equal opportunities.
* Able to work in a way that promotes equality of opportunity and respect for diversity
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| **SAFEGUARDING** | * Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.
* Able to work in a way that promotes the safety and well-being of children and young people.
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