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|  | **Essential** | **Desirable** |
| **Qualifications & Training** | * Qualified Teacher Status. * Relevant Honours Degree. * Evidence of effective teaching experience within current school or as a student during teaching practice. | * Experience in use of a management information system e.g. SIMS. * A second language |
| **Experience, knowledge & understanding** | * An awareness of good practice in identifying individual needs and providing student support. * Confidence to try a range of teaching strategies and approaches. * Ability to exercise firm and fair discipline and develop positive relationships with students. * Experience of teaching across two key stages. | * Experience of teaching at Key Stage 5. |
| **Skills & Abilities** | * Awareness of the need to maximise the potential of ICT as an aid to learning and extra-curricular developments. |  |
| **Personal qualities and attributes** | * Successful working relationships with colleagues/other stakeholders. * Innovative, able to contribute new ideas and help establish them. * A dynamic teaching style which engages all learners and drives progress. * A true growth mindset and a desire to continually improve as a teacher. * Energy and flexibility. * A professional approach borne out of confidence and effectiveness in role. * A role model of best practice to young people and the community. * Able to maintain a positive attitude and keep calm under pressure. * Able to communicate effectively and concisely both in verbal and written form to a variety of audiences. * A passion for subject specialism – Spanish. * Fully aligned to Wath Academy’s vision and key drivers. |  |

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| **Commitment To** | * Raising standards of student achievement. * Continued Professional Development. * Community liaison including parental involvement. * Diversity and equality of opportunity in all working practices. * Enhancing the SMSC of young people and modelling British Values. * Extra-curricular activities. |  |
| **Attendance** | * A good attendance record in current employment (not including absences due to disability). |  |
| **Written Application** | * A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role. |  |