



Key Criteria	Essential	Desirable	Evidenced
<b>Qualifications and Training</b>	<ul style="list-style-type: none"><li>• QTS</li><li>• Evidence of recent /relevant training</li><li>•</li></ul>	<ul style="list-style-type: none"><li>• Subject specialism in English, Science or Mathematics</li><li>• DSL trained</li></ul>	<ul style="list-style-type: none"><li>• Qualifications check/references</li><li>• Application</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Good / outstanding teaching ability</li><li>• Highly effective performance as form tutor</li><li>• Some experience of pastoral leadership</li></ul>	<ul style="list-style-type: none"><li>• Significant experience of pastoral leadership</li><li>• Experience of improving outcomes for a cohort in a specific area from behaviour, attendance, academic achievement.</li></ul>	<ul style="list-style-type: none"><li>• Letter of application</li><li>• Interview process</li><li>• References</li></ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"><li>• Understanding of effective pastoral support</li><li>• Effective time management and organisational skills</li><li>• Ability to communicate effectively and appropriately with staff, students, parents/carers and wider stakeholders</li><li>• Ability to implement robust systems of recording and reporting</li><li>• Awareness of the range of strategies to address the needs of disadvantaged and/or students</li><li>• Understanding of teaching approaches and their effect on progress / achievement</li><li>• Understanding and the ability to interpret data using it effectively to improve outcomes and narrow gaps</li><li>• Familiar with IT and educational uses / approaches</li><li>• Commitment to raising achievement and knowledge of strategies to support this</li><li>• Understanding of setting targets and development of action plans</li><li>• Understanding of leadership and team management principles</li><li>• Ability to inspire, develop and motivate staff and students</li><li>• Belief in the potential of all students to succeed and achieve regardless of ability or starting point</li><li>• Ability to put in place effective intervention for students who are falling behind</li><li>• Good organisational skills</li><li>• Good behaviour management skills</li><li>• Ability to work sensitively and effectively with colleagues to help them improve their everyday pastoral management</li><li>• Understanding of how to engage parents and carers effectively to support students</li></ul>		<ul style="list-style-type: none"><li>• Letter of application</li><li>• Interview process</li><li>• References</li></ul>
<b>Personal and professional development</b>	<ul style="list-style-type: none"><li>• High levels of drive, energy and integrity</li><li>• Vision, energy and a commitment to excellence</li><li>• Evidence of willingness/involvement in relevant professional development</li><li>• Able to identify own training and development needs and participate in activities to address them.</li><li>• Ability and willingness to support the professional development of colleagues</li></ul>		<ul style="list-style-type: none"><li>• Letter of application</li><li>• Interview process</li></ul>

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	<ul style="list-style-type: none"> <li>• The ability to form good working relationships with colleagues, parents / carers and pupils</li> <li>• The ability to prioritise and meet deadlines</li> <li>• A commitment to continued professional development</li> <li>• A desire and commitment to contribute to the wider school and its community</li> <li>• A commitment to protecting the welfare of young people</li> <li>• A willingness to participate in and help organise trips and other enrichment activities</li> <li>• Able to maintain professional integrity when under pressure</li> <li>• Flexibility</li> <li>• Resilience</li> </ul>		
<b>Other Information</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusive education</li> <li>• Commitment to high standards for all</li> <li>• Commitment to equality of opportunity and child protection.</li> </ul>		<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview process</li> <li>• References</li> </ul>