

	Shortlisting
<p>Training & Qualifications</p> <ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Second class degree or higher 3. Evidence of continuing and recent professional development relevant to the post. 	<p>Essential Essential Essential</p>
<p>Knowledge and understanding</p> <ol style="list-style-type: none"> 1. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment. 2. Subject knowledge which will enable you to teach at KS3 and KS4 (KS5 desirable). 3. Understanding of a diverse range of teaching and learning styles and techniques. 4. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards. 5. Good understanding of effective procedures for managing and promoting positive behaviour among pupils. 6. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed. 7. Clear understanding of data analysis and the important impact this can have on achievement and attainment. 8. Clear understanding of safeguarding and student well-being. 9. Understanding of equality of opportunity issues and how they can be effectively addressed in schools. 	<p>Essential Essential Essential Essential Essential Essential Essential Essential Essential</p>
<p>Characteristics and Competencies</p> <ol style="list-style-type: none"> 1. Ability to promote the school's aims positively, including support for the Christian ethos. 2. Ability to develop good personal relationships within a team; making an effective contribution to high morale. 3. Ability to establish and develop close relationships with parents, governors and the community. 4. Ability to communicate effectively (both orally and in writing) to a variety of audiences. 5. Ability to create a happy, challenging and effective learning environment 6. Enthusiasm, determination and drive to inspire others to achieve high standards 7. A solution-focussed mindset and determined "no-excuses" approach to raising standards 8. Able to build effective relationships with parents and all members of the school community 9. A creative and good-humoured approach to all aspects of teaching, management and leadership 10. Ability and keenness to promote the school's positive culture and ethos. 	<p>Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential</p>
<p>Upper Pay Range Teachers</p> <ol style="list-style-type: none"> 1. Act as a role model for teaching and learning. 2. Make a distinctive contribution to the raising of students standards across the school and the wider Trust. 3. Support the Headteacher and Senior Leadership and make a positive impact on the work of the wider team. 	<p>Essential Essential Essential</p>

When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success.