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| Criteria | Qualities |
| **Qualifications and training**  | Qualified Teacher Status Degree |
| **Experience** | Successful teaching experience Experience planning and delivering interventions for students Experience of supporting colleagues to develop Experience delivering training  |
| **Skills and knowledge** | Knowledge of the National CurriculumKnowledge of effective Teaching and Learning strategiesKnowledge of the barriers to learning that students may face Tailoring plans and interventions to individual studentsAn excellent understanding of how KS3 and KS4 students learnAbility to adapt teaching to meet the needs of studentsAbility to build effective working relationships with students and colleaguesAbility to establish Curriculum Development. Knowledge of Guidance and requirements around Safeguarding childrenKnowledge of effective behaviour management strategiesAble to use systems and to conduct analysis and produce reports Good ICT skills, particularly using ICT to support learning |
| **Personal qualities** | A commitment to getting the best outcomes for all students and promoting the ethos and values of the schoolHigh expectations for children’s attainment and progressAbility to work under pressure and prioritise effectivelyCommitment to maintaining confidentiality at all timesCommitment to safeguarding and equalityAdd any further qualities needed |