**Personal Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Good Honours Graduate with QTS or as required by the DfE
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| **Experience** | * A successful teaching record either as a trainee or experienced teacher
* Experience of working with students of all abilities in the age group for which trained
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| **Skills** | * Commitment to continuing personal and professional learning and development
 | * Outstanding subject and curriculum knowledge
* Evidence of Professional Learning relevant to the role
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| **Leadership Skills and Values** | * Ability to inspire, motivate and challenge students
* Commitment to the pursuit of excellence in educational standards
* Ability to communicate effectively with colleagues, students, parents and external agencies
* Commitment to and promotion of co-curricular opportunities
 | * Evidence of high level co-curricular activities
* Potential for further leadership role
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| **Knowledge & Understanding** | * Demonstrate good subject and curriculum knowledge including the national curriculum
* Know how to secure outstanding progress and outcomes by students adapting teaching as needed
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| **Student Involvement** | * Commitment to student involvement
* Personal commitment to listen to student voice
* Focus on individual student’s needs and development of independent learning
 | * Evidence of student involvement
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| **Personal Attributes** | * Flexibility to cope with diverse needs of the post
* Resilience to work under pressure
* Positive, tenacious and optimistic
* Ability to quickly establish positive relationships with students, staff and parents
 | * Initiative and ability to create new processes and practices to raise standards
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