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| **Education and Qualifications** | **Essential*** To hold a degree
* Qualified Teacher – with experience or a Newly Qualified Teacher

**Desirable*** Evidence of continuous professional development

Willingness to undertake further professional development | **Assessed by:****A****A****A****I** |
| **Experience** | **Essential*** High level of specialist subject knowledge
* Successful teaching experience at Key Stage 3 and Key Stage 4.

**Desirable*** Knowledge of the new core standards for teachers (September 2012) and how they apply in practice
* Willingness to contribute to the wider life of the School
 | **I/T****A****A/I****I** |
| **Special Aptitudes** | **Essential*** A commitment to comprehensive, inclusive, community education
* A commitment to safeguarding and protecting children and young people
* High standards and expectations
* A passion for excellence
 | **I/T****A/I****T****I** |
| **Interpersonal Skills** | **Essential*** Ability to motivate learners of all abilities to learn and to make good or better progress
* Very good classroom management
* Good oral & written communication skills
* Ability to listen & respond to young people establishing excellent relationships with them
* Ability to analyse and use data effectively
* Ability to plan and deliver Good to Outstanding lessons.
* Ability to use ICT for planning, teaching, organisation and assessment purposes
* Ability to plan consistently, creatively and effectively to support excellent progress
* Ability to reflect upon own practice & respect the contribution of others
* Ability to work effectively as part of a team
* Willingness to develop learning with key partners including local primary schools

**Desirable*** Ability to use e-technologies effectively
 | **I****T****A/I/T****T****DT****T****T****T****I/R****R/A/I****A/I****A** |

 **A**=Application

 **I**=Interview

 **T**=Teaching

 **DT**=Data Task

 **R**=References