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| **Description** | **Rating** | **Evidence** |
| **Qualifications** |
| Qualified teacher status | Essential | Application |
| Evidence of continuous development | Essential | Application |
| A degree or above – 21 or above | Desirable | Application |
| **Experience, Knowledge and Understanding** |
| Minimum of five years’ experience working in secondary setting. | Essential | Application/Interview |
| Ability to teach in a subject up to GCSE  | Essential | Application/ Interview |
| Evidence of sustained improvement overtime | Essential | Application/Interview |
| Experience of working in a school environment. | Essential | Application/Interview |
| Experience of working with multiple external agencies. | Desirable | Application/ Interview |
| Evidence of strategic development of pastoral practices which have improved student outcomes. | Essential | Application/Interview |
| Evidence of implementation of successful strategies that have had a positive impact. | Essential | Application/Interview |
| Experience in mentoring and providing training to colleagues. | Essential | Application/Interview |
| **Skills and attributes** |
| Excellent verbal and written communication skills to collaborate effectively with all Academy stakeholders. | Essential | Interview |
| Ability to communicate and liaise with a wider range of external multi agency colleagues.  | Essential | Interview |
| Able to keep accurate records and to relate observations to records and planning. | Essential | Application/Interview |
| Able to build and maintain constructive relationships with students and parents / carers. | Essential | Application/Interview |
| Ability to analyse and interpret data related to attendance and behaviour. | Essential | Interview |
| Capacity to adapt support strategies to cater to individual student needs and respond to changing circumstances. | Essential | Application/Interview |
| Able to coordinate and lead a large team. | Essential | Application/Interview |
| **Wider Professional Effectiveness** |
| To comply with Academy routines and protocols as written and intended. | Essential | Interview |
| To demonstrate awareness of the need to promote and protect the Academy’s profile and reputation. | Essential | Interview |
| A willingness to be involved in extra-curricular activities. | Essential | Application /Interview |
| Strong organisational and administrative skills. | Essential | Application /Interview |
| **Professional Characteristics** |
| Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them. | Essential | Application/Interview |
| A commitment to undertake all relevant in-service training and continual professional development | Essential | Interview |
| A commitment to safeguarding and promoting the welfare of children and young people | Essential | Application/Interview |