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|  | **Essential** | **Desirable** |
| **Qualifications, and Training** | * Degree or equivalent
* Qualified Teacher Status
* Excellent classroom practitioner
 | * Evidence of professional development relevant to the AST or Lead Practitioner Standards
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| **Experience, Knowledge and Understanding** | * A sound academic background in whole school teaching and learning
* Exemplary, outstanding practitioner
* Excellent knowledge of classroom skills and Teacher Standards
* Excellent understanding of the Ofsted framework and what constitutes effective teaching and learning
* Contemporary pedagogy
* Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour
* Familiar with recent developments in the teaching and learning of the subject including strategies for raising achievement
* Understand how the National Curriculum applies to all students
* Accepting of how the Academy Specialisms can be incorporated into the subject
 | * Experience of providing professional development to teachers, including coaching, mentoring and training
* Experience of preparing and leading training sessions
* Experience of providing support, advice, coaching and guidance to colleagues to improve the teaching practice of others
* Experience of contributing to curriculum development within subject area
* Experience in successful teaching and learning at KS5
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| **Skills and Abilities** | * Experienced in using a range of teaching and learning styles
* Able to use assessment data to improve achievement
* Able to use ICT across the curriculum and for administrative purposes
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| **Personal Qualities and Attributes** | * Good communication
* Effective team member and leader
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| **Commitment To** | * Personal Professional Development
* High Standards
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| **Attendance** | * A good attendance record in current employment, (not including absences due to disability)
 | * Exemplary attendance record in current employment, (not including absences due to disability)
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