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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 |
| **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 |
| **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 |  |
| **Personal Qualities and Attributes** | * Good communication * Effective team member and leader |  |
| **Commitment To** | * Personal Professional Development * High Standards |  |
| **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) |