**Personal Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Good Honours Graduate with QTS or as required by the DfE |  |
| **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 |  |
| **Skills** | * Commitment to continuing personal and professional learning and development | * Outstanding subject and curriculum knowledge * Evidence of Professional Learning relevant to the role |
| **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 |
| **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 |  |
| **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 |
| **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 |