

Attributes	Essential	Desirable	How identified
1. Qualifications	<ul style="list-style-type: none"> QTS Degree 	<ul style="list-style-type: none"> Recent relevant INSET in preparation to lead/manage a department. 	Application form
2. Experience	<ul style="list-style-type: none"> Clear evidence of excellent teaching over time Clear evidence of positive outcomes from Y11 classes Experience of teaching across the whole ability range of students Experience of teaching across the 11-16 age range of students 	<ul style="list-style-type: none"> Evidence of planning long & medium term schemes of learning Experience of leading a team of people in a positive, effective manner Experience of leading CPD or working with individual teachers to improve the quality of their teaching 	Application form Supporting letter Selection process References
3. Skills and knowledge	<ul style="list-style-type: none"> Clear understanding of how to accurately assess student progress Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 Clear understanding of what makes excellent teaching Clear understanding of how to meet the needs of all students 	<ul style="list-style-type: none"> Understanding of how to analyse and use data to raise achievement Understanding of how to raise achievement for Disadvantaged students An ability to plan strategically 	Supporting letter Selection process
4. Personal qualities	<ul style="list-style-type: none"> A passion to make a difference to young people's lives through education Ability to build effective working relationships Enthusiastic, resilient & solution focused An effective team member, who works well with other people An ability to build effective teams and motivate others To like young people and to be liked by them A drive to make things happen Not to settle for good, but always strive to improve A commitment to safeguarding and equality Sense of humour 		Supporting letter Selection process References
5. Other	<ul style="list-style-type: none"> Application form completed in full Letter of application (max 1 side A4, font 11) Enhanced DBS disclosure Satisfactory health check A commitment to sustain regular attendance at work 		Application School checks