

Attributes	Essential	Desirable	How identified
1. Qualifications	<ul style="list-style-type: none"> • QTS • Degree or equivalent 	<ul style="list-style-type: none"> • Recent relevant INSET • Ability to teach an additional subject 	Application form
2. Experience	<ul style="list-style-type: none"> • Evidence of excellent teaching over time • 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 positive outcomes from Y11 classes • Experience of planning long & medium term schemes of learning • Experience of leading extra curricula activities 	Application form Supporting letter Selection process References
3. Skills and knowledge	<ul style="list-style-type: none"> • Clear understanding of what makes excellent teaching • Clear understanding of how to accurately assess student progress • Clear understanding of how to meet the needs of all students • Clear understanding of current developments & initiatives in the development of the subject across KS3 & KS4 	<ul style="list-style-type: none"> • Clear understanding of new KS4 specifications • Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 	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 • Effective organisation skills • Good oral & written communication • To like young people and build positive relationships with them • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Sense of humour 	<ul style="list-style-type: none"> • Ability to contribute to whole school policies and initiatives 	Supporting letter Selection process References
5. Other	<ul style="list-style-type: none"> • Application form completed in full • Letter of application (max 2 sides A4, font 11) • Enhanced DBS disclosure • Satisfactory health check • A commitment to sustain regular attendance at work 		Application School checks