

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> Professional understanding of inclusion and strategies for engaging all learners Professional understanding of safeguarding within a school setting Ability to write reports, keep accurate records and communicate effectively Broad subject knowledge across KS1-4 Knowledge of recent developments in teaching and learning in KS1-4 Knowledge and understanding of current issues relevant to the curriculum Good understanding of effective ways to facilitate learning and formative use of assessment Ability to work well with a range of audiences, including parents/carers and other professionals Ability to use a positive approach to promote learning and excellent behaviour Confident and competent in the use of ICT Ability to lead and manage a team 	<ul style="list-style-type: none"> Commitment to developing subject knowledge through subject specific research
SKILLS	<ul style="list-style-type: none"> Committed to enabling all students to achieve high standards Able to deliver consistently 'Outstanding' outcomes. Ability to use assessment and progress data to drive improvement Able to process data to identify key groups of underperforming students in each key stage and create actions plans to facilitate improvement A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress Committed to further developing teaching skills through professional development and learning Understanding of skills needed to lead a team and inspire and motivate staff 	<ul style="list-style-type: none"> Committed to further developing teaching skills through CPD / training etc.
EXPERIENCE	<ul style="list-style-type: none"> Teaching the full ability range across either Key Stage 1-2 or Key Stage 3-4 or all. Evidence of well-developed planning, organisational and resource management skills Evidence of preparing and delivering high quality lessons, using a range of teaching and learning strategies 	<ul style="list-style-type: none"> Experience of leading a team Experience of lesson observation and feedback Experience of leading others to achieve outstanding outcomes through improved teaching and intervention
QUALIFICATIONS	<ul style="list-style-type: none"> A degree QTS status 	
ABILITIES	<ul style="list-style-type: none"> Able to work as a member of a high performing team 	

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	<ul style="list-style-type: none"> • Able to initiate improvement and monitor high educational standards; improving the standards of teaching in others • Able to actively support the Academy's high expectations of behaviour and attitudes to learning. • The ability to develop effective communication with students, colleagues and community members. • Able to demonstrate leadership qualities by supporting the development of others 	
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Has a Federation mind-set and keen to collaborate with Federation colleagues • Able to inspire and motivate young people • Has high expectations of self and students • Reliable, punctual and responsible • Able to release potential in others, quick to acknowledge fault and quick to recognise the achievement of others • Strong personal resilience and positive mindset • Able to remain calm under pressure and make good decisions • Keen to develop leadership skills • Puts a high value on treating others with respect and courtesy • Committed to inclusion • Shows humility and cares about what they do – committed to increasing the life chances of young people 	<ul style="list-style-type: none"> • A willing contributor to the development of the Team and the Academy
EQUALITY	<ul style="list-style-type: none"> • An understanding of, acceptance and commitment to the fundamental principles of equal opportunities. • Able to work in a way that promotes equality of opportunity and respect for diversity. • Proactive and passionate about equality, diversity and inclusion. • Ability to communicate effectively with people from a variety of backgrounds. 	<ul style="list-style-type: none"> • Experience of working in a variety of cultural and social contexts
SAFEGUARDING	<ul style="list-style-type: none"> • Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. • Able to work in a way that promotes the safety and well-being of children and young people. • This role involves working with children on a daily basis and is therefore in regulated activity. 	