

Attributes	Essential	Desirable	How identified
1. Qualifications	- QTS - Degree	Recent relevant INSET in preparation to lead/manage a department.	Application form
2. Experience	- 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	- 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	- 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	- 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	- 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	- 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