



Area	Quality	Essential	Desirable
Qualifications	Possess a good degree. Possess Qualified Teacher Status. Evidence of recent relevant continuing professional development.	✓ ✓ ✓	
Experience	Experience of teaching the subject across the age range, including GCSE; Experience of successfully implementing strategies for raising achievement and achieving excellence for students; Experience of high quality curriculum development in the subject area to maximise participation and strengthen progress and achievement for all students; Experience of working with others to develop teaching skills; Experience of organising department documents, plans of data analysis, target setting, monitoring, evaluation and review.	✓ ✓ ✓ ✓	✓ ✓
Knowledge and Understanding	Command credibility through the discharge of their duties and use their expertise to influence others in relation to their subject; Make informed use of research and inspection findings; Apply good practice to and from other subjects and areas; Make effective use of subject-specific resources; Ensure pupils are well prepared for any tests and examinations in the subject; Demonstrate a good knowledge and understanding of current educational issues relating to the specialist subject areas - including policy, legal frameworks, wider development in curriculum and assessment; Demonstrate thorough knowledge and understanding of effective practices to safeguard children; Demonstrate a sound knowledge and understanding of how to promote equalities and ensure inclusive teaching and learning Practices Teach successfully across the age and ability range, setting standards and providing a role model for pupils and other staff, in the teaching and learning of the subject; Have high expectations for pupils, setting realistic but challenging targets engendering students enthusiasm about the subject and their motivation to continue with their studies post 16.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓



		✓	
Personal and Professional Qualities and attributes	Devolve responsibilities and delegate tasks, as appropriate; Seek advice and support when necessary; Be an excellent classroom practitioner and have a commitment to improving classroom practice; Be willing to inspire, challenge, motivate and empower a team of teachers to believe in a vision of excellence; Promote individual teachers and nurture a team that contributes to the improvement of the school and its development; Build and maintain effective relationships with staff, students and parents; Manage change to empower individuals; Be willing to listen and reflect on feedback from others - colleagues, student and governors; Have the ability to think creatively to anticipate and solve problems; Be eager to collaborate and network with other professionals within and beyond the school; Be committed to setting and achieving ambitions and targets; Have experience in managing efficiently and effectively at an operational level; Be proficient in the use of ICT and have a commitment to maximise benefits of new technologies.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓
Communication skills	Communicate effectively, orally and in writing, with the headteacher, other staff, pupils, parents, governors, external agencies and the wider community, including business and industry; Negotiate and consult effectively; Ensure good communication with, and between, staff who teach and support the subject; Chair meetings effectively.	✓ ✓ ✓	
Self-management	Prioritise and manage their own time effectively, particularly in relation to balancing the demands made by teaching, subject management and involvement in school development; Achieve challenging professional goals; Take responsibility for and show a willingness towards furthering their own professional development, including participation in school INSET; Have good attendance and punctuality	✓ ✓ ✓ ✓	