



|                                        | Essential                                                                                                                                                                                                                                                                                                                                                                                                                             | Method of Assessment                       |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Qualifications</b>                  | Relevant degree<br>UK Qualified Teacher status (QTS)                                                                                                                                                                                                                                                                                                                                                                                  | Application Form,<br>Certificates          |
| <b>Experience</b>                      | Recent teaching experience in a secondary school<br>or evidence of recent completion of initial teacher<br>training                                                                                                                                                                                                                                                                                                                   | Application Form,<br>References            |
| <b>Knowledge and<br/>understanding</b> | Theory and practice of providing effectively for<br>the individual needs of all children (e.g. classroom<br>organisation and learning strategies)<br><br>Understands and values the processes of planning<br>as an aid to raising standards<br><br>Good understanding of safeguarding procedures<br>and child protection methods and responsibilities<br><br>Knowledge of relevant Key Stages and National<br>Curriculum requirements | Application Form,<br>References, Interview |
| <b>Skills and<br/>abilities</b>        | Teaching to a high standard<br><br>Ability to form and maintain appropriate<br>relationships and personal boundaries with<br>children<br><br>Works well within and contributes to team<br>development<br><br>Good behaviour management skills<br><br>Communicates effectively (both orally and in<br>writing) to a variety of audiences<br><br>Creates a happy, challenging and effective<br>learning environment                     | Application Form,<br>References, Interview |
| <b>Personal<br/>Qualities</b>          | Have flexibility, sensitivity and tact<br><br>Be enthusiastic and have a positive outlook<br><br>Good personal organisation<br><br>Reliability and integrity<br><br>Commitment to teaching and a willingness to<br>learn through professional development                                                                                                                                                                             | Application Form,<br>References, Interview |