

NOTE TO CANDIDATE:

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the 'Essential Criteria'.
- The **How Identified** column shows how the academy will obtain the necessary information about you.
- If you feel you meet the 'Essential Criteria' or 'Desirable Criteria', you **MUST** include enough information to show how you meet this criteria in your application. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Qualifications and Training	• Qualified Teacher Status. • Degree in relevant and appropriate discipline.	Application Form and Interview.	• Honours or Higher degree.	Application Form and Interview.
Skills and Experience	• Experience of 11 – 16 English teaching. • Excellent organisational skills. • An excellent classroom practitioner with a proven record of motivating students to achieve success.	Application Form, References and Interview	• Experience of having contributed to extracurricular activities.	Application Form, References and Interview.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Knowledge and Understanding	• Ability to articulate a sound educational philosophy in line with the academy's aims. • Enthusiasm for learning. • Computer literate / IT skills. • Ability to plan and engage students in highly effective learning. • Ability to evaluate your own practice. • Enthusiastic about teaching and working with young people. • Record of delivering consistently good to outstanding lessons.	Application Form and Interview.	• IT skills to support student learning. • Understanding of good practice in teaching. • Knowledge of recent and planned developments in education.	Application Form, Interview and References.
Professional Values and Practice	• Ability and willingness to work with both colleagues and students. • Commitment to further professional development. • Commitment to the academy's continued success. • Team player.	Application Form, References and Interview.	• Commitment to extracurricular activities.	Application form, Interview, and References.