

Criteria	Essential	Desirable	Evidence
Qualifications and training	<ul style="list-style-type: none"> qualified teacher status 	<ul style="list-style-type: none"> NPQML 	Application form Certificates
Experience	<ul style="list-style-type: none"> to have proven success in leading and managing a team to have substantial teaching experience at KS3 and KS4 to have achieved good to outstanding examination results demonstrating clear progress of pupils 	<ul style="list-style-type: none"> to have led a whole school/departmental/pastoral activity or initiative use of ICT in teaching and as a tool for assessment and recording pupil progress 	Application form Reference Interview
Skills, knowledge and aptitudes	<ul style="list-style-type: none"> clear vision of education and its purpose good knowledge of current educational issues excellent leadership and organisational skills ability to work to and meet deadlines ability to work under pressure ability to work as part of a team ability to teach and assess to a high standard excellent written and verbal communication skills appropriate to a range of situations excellent interpersonal and organisational skills confident and competent user of ICT knowledge of the needs of pupils with SEN knowledge of the application of ICT to improve the quality of teaching and learning up to date knowledge of subject area 	<ul style="list-style-type: none"> knowledge of successful strategies in the teaching of pupils with SEN knowledge of research and development in teaching and learning knowledge of national initiatives related to subject area knowledge of strategies to lead, promote and develop literacy across the curriculum knowledge of strategies to promote and develop numeracy across the curriculum to have a good knowledge of the STEM agenda 	Application form Reference Interview
Other requirements	<ul style="list-style-type: none"> suitability to work with children committed to safeguarding and promoting the welfare of children and young people committed to making a difference to the lives of young people ability to relate to and promote the ethos of the school calm, purposeful approach self motivated and enthusiastic willingness to be involved in the 'life' of the school 		Application form Reference Interview

	<ul style="list-style-type: none">• able to maintain a good work/life balance for themselves and others• commitment to reviewing and developing teaching styles to support whole school developments• discrete and aware of issues of confidentiality• to have good attendance and punctuality records• to be willing to undertake further professional development		
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