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| CATEGORY | ESSENTIAL | DESIRABLE | WHERE IDENTIFIED |
| QUALIFICATIONS | Qualified Teacher StatusGraduate in subject you teach or a related discipline | * Any additional qualifications relevant to the post. | Application Form |
| EXPERIENCE | * Successful completion of secondary school experience at KS3 and KS4. * Experienced at teaching KS3 and 4 * Ability to lead students in achieving and exceeding their potential. * A good understanding of current curriculum developments. | * Any further experience working with young people in and out of school (e.g. youth work, summer schools, overseas work). * Experience as a pastoral tutor * Experience at teaching students through to external examinations * Experienced at teaching KS5 | Application/  References/  Interview |
| PROFESSIONAL DEVELOPMENT | * Evidence of keeping up to date with National Curriculum developments and subject specific CPD. * Knowledge of current and forthcoming educational issues. | * Involvement in courses covering generic issues e.g. assessment, SEND. | Application/  Interview |
| SKILLS | * Strong interpersonal skills to support student needs. * Good communication skills. * Proven teaching skills. * Good record keeping/monitoring of work. * Creative thinker with a solutions based approach to problems. | * Confident in the use of IT and standard computer packages and how these can be used to support student learning. | Application/  References/  Interview |
| SPECIAL KNOWLEDGE | * Good knowledge and understanding of the subject syllabus up to GCSE. * Ability to use evidence informed teaching and learning strategies to support student learning. | * Good knowledge and understanding of subject syllabus up to A level. | Application/  Interview |
| PERSONAL ATTRIBUTES | * Acknowledgement and engagement with the school mission statement. * Able to work as a team member who seeks positive and mutually supportive relationships. * Able to motivate other people. * Commitment to ongoing developments and improvements. * Contributions to the wider life of the school through taking part in enrichment activities. | * A sense of humour. * Willingness to support extra-curricular activities. | Application/  References/  Interview |