



ATTRIBUTES	ESSENTIAL	EVIDENCE
Professional qualifications:	<ul style="list-style-type: none"> <li>• QTS (secondary) or willing to train</li> <li>• Qualified to degree level</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
Knowledge and Skills:	<p><b>Has:</b></p> <ul style="list-style-type: none"> <li>• Excellent communication skills.</li> <li>• Excellent subject knowledge and awareness of current developments.</li> <li>• Potential to progress in their career.</li> <li>• A wide range of skills to support staff, students, parents and community towards excellence.</li> <li>• High expectations of students and the ability to ensure that all students' needs are met.</li> <li>• The ability to build positive relationships with colleagues, students and parents.</li> <li>• The skills, experience and ability to gain the confidence of students and staff.</li> <li>• Good decision making skills.</li> <li>• Good IT skills.</li> <li>• Ability to prioritise and use time effectively.</li> <li>• The ability to raise standards of attainment and achievement within the subject area.</li> <li>• Understanding of current relevant educational issues/initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>
Skills and personal capabilities:	<p><b>Is able to:</b></p> <ul style="list-style-type: none"> <li>• Demonstrate the ability to be an exceptional member of staff with clear capacity and the desire to improve.</li> <li>• Demonstrate professional presence, capability and clarity with an excellent demonstration of the ability to motivate and empower.</li> <li>• Communicate effectively with a range of audiences.</li> <li>• Celebrate excellence and challenge poor performance.</li> <li>• Prioritise, plan and organise themselves.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>



ATTRIBUTES	ESSENTIAL	EVIDENCE
Personal qualities	<p><b>Is committed to:</b></p> <ul style="list-style-type: none"> <li>• The protection and safeguarding of children and young people.</li> <li>• The raising of standards for all in the pursuit of excellence beyond outstanding.</li> <li>• The continuing learning of all members of the school community.</li> <li>• Inclusion, equal opportunities and a willingness to promote spiritual, social, moral and cultural development.</li> <li>• The developing and sustaining of a safe, secure and healthy school.</li> <li>• Working in close partnership with staff, parents and other professionals.</li> <li>• Being an effective team member.</li> </ul> <p><b>Possesses:</b></p> <ul style="list-style-type: none"> <li>• A clear sense of fun, energy, drive and passion.</li> <li>• A commitment and passion for the improvement of teaching and learning.</li> <li>• Enthusiasm and commitment.</li> <li>• Tact and discretion</li> <li>• Resilience and tenacity</li> <li>• Stamina and drive</li> <li>• Integrity and loyalty</li> <li>• Initiative</li> <li>• A good sense of humour</li> <li>• A desire to take the school on its journey to become Beyond Outstanding</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Interview</li>   <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>