|  |  |  |  |
| --- | --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** | **Evidence**  |
| **Education and Qualifications** |
| * Degree qualification and QTS
 | ✓ |  | Application |
| * Evidence of continuing professional development
 | ✓ |  | Letter & Application |
| **Experience** |
| To have experience of more than one school |  | ✓ | Application |
| To provide outstanding provision for all pupils and achieving high standards of pupil progress | ✓ |  | Application, References & Interview |
| To work as an effective member of a subject team | ✓ |  | Application & References |
| * To deliver Professional Development
 |  | ✓ | Application & References |
| * To use assessment to identify the needs of all pupils
 | ✓ |  | Application & References |
| * To be innovative and creative in the curriculum
 | ✓ |  | Application & References |
| * To use extensive subject knowledge to stretch and challenge high achieving pupils
 | ✓ |  | Application & References |
| To use extensive skills set to ensure all pupils regardless of their year / KS4 target, achieve their target | ✓ |  | Application & References |
|  |  |  |  |
| Knowledge and Understanding |  |  |  |
| To understand effective self-evaluation systems | ✓ |  | Application |
| To have detailed knowledge of curriculum 11.-16 and the 14-19 agenda | ✓ |  | Application & Interview |
| To understand best practice in the effective use of pupil support strategies | ✓ |  | Application  |
| To understand intrinsic and extrinsic strategies to improve behaviour for learning and attitudes to learning | ✓ |  | Application |
| To understand the effective application of formative and summative assessment | ✓ |  | Application & References |
| To understand using data effectively to inform planning and effective interventions/challenge | ✓ |  | Application & References |
| To successfully differentiate at all levels throughout KS3 and KS4 | ✓ |  | Application and References |
| Skills and abilities | **Essential** | **Desirable** | **Evidence** |
| To have extensive communication and interpersonal skills with adults and young people | ✓ |  |  |
| To have the ability to lead and inspire colleagues | ✓ |  | Interview |
| To have the ability to analyse complex issues and plan strategically | ✓ |  | References |
| To have the ability to work effectively with all stakeholders and outside agencies | ✓ |  | Application |
| To have the ability to exercise good professional judgement and make effective decisions | ✓ |  |  |
| Personal Qualities |
| To passionately believe in the ability of every pupil to achieve their potential | ✓ |  |  |
| To have a clear educational vision and sense of direction | ✓ |  |  |
| To have outstanding organisational skills and high levels of self-motivation | ✓ |  | Application |
| To have energy, determination and resilience | ✓ |  | References |
| To have the ability to work under pressure, meet deadlines and to successfully prioritise workload | ✓ |  | Interview |
| To have a sense of humour and the ability to maintain a sense of perspective | ✓ |  |  |
| To have a record of good health, attendance and punctuality | ✓ |  |  |
| To work as part of our valued Academy team | ✓ |  |  |
| To practice Christian values in all areas of your work | ✓ |  |  |

**References:**

Any relevant issues arising from references will be taken up at interview

**DBS and pre-occupational health:**

St Aidan’s CE Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

**Equal opportunities:**

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applications with disabilities will be granted an interview if the essential job criteria are met.

**Information in support of application:**

Please ensure you cover all points in the person specification within your additional information section of St Aidan’s CE Academy application form (this should not exceed 2 sides of A4 paper, font 12).