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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * A good honours degree   • Qualified Teacher Status |  | • Application Form/supporting  statement |
| **Experience** | * Experience of successfully teaching English to GCSE higher level * Proven and demonstrable excellence as a classroom teacher. * Experience of assessing pupil progress against examination criteria * Experience of contribution to the development of schemes of learning * Use of a variety of behaviour   management strategies.   * Understanding of cross-curricular   numeracy strategies | * The ability to teach an additional subject * Experience in leading a department or personnel within a school setting * Leadership of cross-curricular numberacy | • Application Form/supporting  statement  • References  • Selection process |
| **Professional Knowledge and Understanding** | * Understanding requirements of exam board syllabi * Thorough understanding of current initiatives in English * Clear understanding of the requirements to safeguard and promote the well-being of children and young people. * Awareness of how to use comparative data for benchmarking and target setting | * Experience in the implementation of a numeracy strategy within a school setting | • Application Form/supporting  statement  • References  • Selection process |
| **Skills, Attributes and personal qualities** | * A belief in inclusive education and   equal opportunities.   * Highly Motivated and enthusiastic. * Ability to inspire/motivate students and have high expectations in terms of their behaviour and achievement * Excellent Attendance and punctuality * Ability to seek advice where necessary * Ability to give and receive feedback and act to improve own performance and that of others * Competent user of ICT * Work Effectively as part of a team * Communicate effectively orally and in writing to a range of audiences. * Integrity and a hard working * enthusiasm, persistence, empathy, humility and humour |  | • Application Form/supporting  statement  • References  • Selection process |
| **Self-management skills & abilities** | • Prioritise and manage his/her own  time effectively.  • Work under pressure and to  achieve deadlines.  • Achieve challenging professional  goals.   * High levels of organisation   •Take responsibility for own  professional development. |  | • Application Form/supporting  statement  • References  • Selection process |