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| **CRITERIA** | **QUALITIES** |
| Qualifications and training | * Qualified teacher status
* Evidence of continuous professional development
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| Experience | * Proven ability as an excellent classroom teacher
* Proven record of effective subject leadership
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| Skills and knowledge | * Professional knowledge of what constitutes high quality and standards in teaching and learning
* Professional understanding of safeguarding
* Secures a good standard of behaviour, establishing rules and high expectations, in accordance with the behaviour policy
* Ensures the curriculum is followed with continuity and progression for all pupils
* Understanding of assessment of pupil progress
* Participates in and contributes to whole school improvement and keen to make impact
* Effective organisational skills
* Motivates staff and sets examples of high personal standards
* Establishes professional, supportive relationships with parents, carers and other professionals
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| Personal qualities  | * Resilience and the ability to work well under pressure and able to meet deadlines
* Open minded, self-evaluative and adaptable to changing circumstances and new ideas
* Ability to work supportively and collaboratively across the Trust
* Excellent communication skills
* Commitment to our pupils and their learning and safety
* Passionate about teaching and learning
* Confident IT user
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Personal Specification – Teacher