

| Attributes | Essential | Desirable |
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| Experience | <ol style="list-style-type: none"> 1. Successful experience of teaching KS3 and 4 Science 2. Experience of GCSE and other Certifications in Science 3. Successful teaching experience with pupils who have a wide range of SEND and SEMH 4. Experience of planning and presenting a personalised curriculum. 5. Experience of/willingness to train in behaviour management for e.g. Therapeutic Crisis Intervention. | <ol style="list-style-type: none"> 1. Experience of a wide range of schools and other educational establishments. 2. Experience of teaching BTEC subjects. 3. Head of Department experience 4. Wider school leadership experience 5. Experience of teaching Health and Social care. |
| Qualifications & Training | <ol style="list-style-type: none"> 6. Evidence of additional recent and continuing professional development. 7. Degree. 8. Qualified Teacher Status. | <ol style="list-style-type: none"> 6. Higher degree qualification 7. NPQ 8. Experience of departmental and/or wider school leadership. |
| Equality | <ol style="list-style-type: none"> 9. A personal commitment to the promotion of equal opportunities, diversity and promoting good race relations. 10. Candidates should indicate an acceptance of and commitment to the principles underlying the school's Equality and Diversity policy and practices. | <ol style="list-style-type: none"> 9. Trained in Equality of Opportunity |
| Disposition; Adjustment/Attitude | <ol style="list-style-type: none"> 11. Ability to relate well to students and adults. 12. Ability to work constructively as part of a team. 13. Ability to remain calm under pressure. 14. Good co-operative, interpersonal and listening skills. 15. Flexible and willingness to accept change. | <ol style="list-style-type: none"> 10. Participation in work with other schools/agencies. |
| Skills, Knowledge, Aptitudes | <ol style="list-style-type: none"> 16. Awareness of the SEN Code of Practice. 17. Conversant with National Strategies, National Curriculum. 18. Understanding of conduct and performance management. 19. Knowledge of the Ofsted Framework and awareness of the characteristics of a good or outstanding school 20. Practical understanding of effective teaching and evaluation strategies. 21. Awareness of strategies to raise pupil achievement and manage behaviour. 22. Able to motivate students and staff, raising expectations and provide a focus for improvement. 23. Awareness of and commitment to Keeping Children Safe in Education (2023) 24. Experience of adapting the National Curriculum to meet the needs of students with a wide range of educational needs, SEN and challenging behaviour. | |