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| **Attributes** | E = Essential  D = Desirable | **Evidence**  A = Application  I = Interview  O = Observation |
| **Qualifications**   * Qualified teacher status * Additional qualification in an area of SEND or a commitment to undertake such training | E  D |  |
| **Knowledge and Understanding**  • A clear and well-thought out understanding of current educational issues, theory and practice.  • Have a detailed knowledge of the relevant aspects of the students’ National Curriculum and other statutory requirements.  • Have a secure knowledge and understanding of SEND and be prepared to undertake further training as required  • Understand progression in SEND, including before their specialist age range.  • Cope securely with subject-related questions which students raise and know about students’ common misconceptions and mistakes in a range of subjects inc those linked to students’ SEND. | E |  |
| **Planning and setting expectations**  • Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.  • Set appropriate and demanding expectations for students’ learning and motivation. Set clear targets for students' learning, building on prior attainment. | E |  |
| **Teaching and managing student’s learning**  • Ensure effective teaching of whole classes, groups or individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.  • Use teaching methods which keep students engaged, including stimulating students’ intellectual curiosity, effective questioning and response, clear presentation and good use of resources.  • Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.  • When applicable, understand the demands expected of students in relation to the National Curriculum and Key Stage 4 & 5courses. | E |  |
| **Student achievement**  • Secure progress towards student targets. | E |  |
| **Relations with parents and the wider community**  • Know how to prepare and present informative reports to parents.  • Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples.  • Understand the need to liaise with agencies responsible for students' welfare. | E |  |
| **Managing own performance and professional development**  • Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.  • Understand their professional responsibilities in relation to school policies and practices.  • Set a good example to the students they teach in their presentation and their personal conduct.  • Evaluate their own teaching critically and use this to improve their effectiveness. | E |  |
| **Managing and developing staff and other adults**  • Establish effective working relationships with professional colleagues including, where applicable, associate staff. | E |  |
| **Managing resources**  • Select and make good use of textbooks and other resources. | E |  |
| **Other attributes considered essential at Sir John Cass Foundation & Redcoat CofE Secondary School**  • A record of excellent attendance and punctuality.  • Excellent written and oral communication skills, including appropriate ICT skills.  • The ability to work, and contribute, effectively within departmental and Year-based teams.  • The ability to work actively and effectively with parents, governors and other stakeholders.  • Flexibility to meeting the changing school profile of SEND and a willingness to be involved in the life of Sir John Cass Foundation & Redcoat CofE Secondary School  • The ability to use own initiative and motivate others.  • A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development.  • Commitment to implement the School’s Equal Opportunities Policies.  • A developing range of successful teaching strategies.  • A secure knowledge of the importance of data as a means both to measure and to extend progress.  • A high level of organisational and planning skills.  • The ability to create a stimulating visual environment for the classroom.  • The ability to create a dynamic learning environment which values and enables everyone equally.  • A commitment to the mission and aims of Sir John Cass Foundation & Redcoat CofE Secondary School**.**  • An awareness of equal opportunities issues generally and specifically of how they relate to this area of work. | E |  |