



The successful candidate will have:

Training Experience and Qualifications	Essential	Desirable	Assessed
Qualified Teacher Status (QTS)	X		A C R
A degree in a closely related subject to Design & Technology.	X		A C
Evidence of ongoing professional development relevant to the role.	X		A I R
Postgraduate teaching qualification.		X	A C
Additional professional qualifications.		X	A C
Experience contributing to whole-school initiatives or curriculum development.		X	A C
Professional Qualities			
A passion for teaching and a commitment to inspiring students.	X		I L
High expectations for all learners and a belief in achievement for all.	X		I L R
Reflective practitioner committed to continuous improvement.	X		I R
Reliability, resilience, and the ability to remain calm under pressure.	X		I R
Professional integrity and a strong sense of responsibility.	X		I R
Commitment to safeguarding and promoting the welfare of children and young people.	X		A I R
Knowledge and Understanding			
Strong subject knowledge across KS3 and KS4.	X		A I L
Strong subject knowledge across KS5.		X	A I L
Understanding of the National Curriculum, assessment frameworks, and current developments in education.	X		A I
Knowledge of effective teaching and learning strategies, including approaches to stretch, challenge, and support diverse learners.	X		I L R
Awareness of safeguarding procedures and statutory responsibilities.	X		A I
Experience of assessment and moderations processes.		X	A I R
Understanding of how to integrate technology to enhance learning.		X	I L

High Achievement with Care & Discipline for All

Professional Skills and Abilities			
Ability to deliver high-quality, inspirational teaching that leads to strong student progress.	X		L R
Strong classroom management and behaviour for learning strategies.	X		L R
Ability to use assessment data to inform planning and support student progress.	X		I L
Excellent communication and interpersonal skills.	X		I R
Ability to work collaboratively as part of a department and wider school team.	X		I R
Organisational skills to manage workload, marking, and deadlines effectively.	X		A I R
Ability to contribute to curriculum development and resource creation.		X	A I
Competence in using digital tools for teaching, assessment, and communication.		X	I
Ability to mentor or support other staff or trainees.		X	A I R
Experience			
Successful teaching practice or teaching experience in a secondary school setting.	X		A L R
Evidence of good or outstanding classroom practice.	X		L R
Experience planning and delivering engaging, well-sequenced lessons.	X		A I L
Experience in contributing to extracurricular enrichment.		X	A I
Experience supporting departmental improvements or participating in whole-school initiatives.		X	A I R
Experience working with students with SEND and adapting teaching effectively.		X	A I L
Commitment			
Commitment to the school's ethos, values, and behaviour, expectations	X		A I R
Willingness to contribute to wider school life, including events, clubs, and enrichment.	X		A I
Dedication to ongoing CPD and staying current with educational best practice.	X		A I R

How criteria will be assessed:

- A Application form
- L Lesson observation
- C Certificate
- I Interview
- T Test/Task
- P Presentation
- R References