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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| **Experience** | Classroom Teaching experience in Psychology at Key Stages 4 and 5.  A commitment to the extra-curricular life of the school. | Relevant teaching degree or PGCE  Experience of teaching Sociology or another Humanities subject at GCSE/A-level  Experience in writing schemes of learning.  Willingness to contribute to and support school events | Letter, application form and references |
| **Knowledge and**  **Understanding** | Knowledge of effective teaching and learning styles and assessment methods.  Excellent knowledge of Psychology and the Curriculum. |  | Interview, letter of application, sample lesson |
| **Teaching and**  **Learning** | A passion for your subject.  Commitment to raising achievement.  Willingness to learn, develop and share skills.  High expectations of all pupils.  Ability to create an effective learning environment for all students.  A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate | Evidence of successful lesson planning and delivery | Sample lesson.  Application Form, interview. |
| **Skills and**  **Attributes** | Excellent classroom practitioner  Excellent organisational and planning skills  Excellent classroom management  Excellent communicator both orally and in writing  Good ICT skills    Ability to establish good working relationships with colleagues and work in a team.  Ability to initiate ideas, set own targets and meet own and other people’s deadlines. | Evidence of innovative practice | Interview  References |
| **Personal Qualities** | Enthusiastic and committed.  A sense of humour.  Open –minded.  Able to motivate and inspire students.  A forward thinking approach.  Approachable and willing to help students | Potential for promotion.  A commitment to the school’s vision and ethos. | Interview and sample lesson |

September 2020