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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully supported in reference. * Well-structured supporting letter indicating previous experience in teaching and a drive / enthusiasm for Primary Education. (No more than 1000 words). |  | * + Application Form   + References |
| **QUALIFICATIONS** | * Qualified Teacher status. | 1. Evidence of further study – this could be on going and/or further Professional Qualifications. | * + Application Form |
| **EXPERIENCE** | * Successful teaching experience. * Experience of successful and co-operative working as a member of a team. * Track record over time of raising pupil achievement. * Experience of establishing and achieving high expectations for behaviour. * Track record of actively promoting safeguarding procedures in a school. * Evidence of developing leadership skills within school in the past year. | 1. Teaching experience in a Primary setting. | * + Application Form   + References   + Interview |
| **PROFESSIONAL**  **DEVELOPMENT** | * Evidence of recent professional development activities and/or training in relation to Primary education within the past year. |  | * + Application Form   + References   + Interview |
| **KNOWLEDGE, SKILLS AND APTITUDES** | * Ability to communicate effectively in a variety of situations and with all stakeholders. * Good ICT skills and ability to use effectively in all aspects of the role. * Curriculum/provision management - planning, delivery and assessment. * Ability to interpret and analyse relevant data and produce action plans. * Experience, knowledge and understanding of education partnerships. * A clear vision and understanding of the needs of all pupils in order to ‘close the gap’ in learning between pupil groups. * Understanding and knowledge of current issues in education. | 1. Ability to develop and maintain a supportive and caring emotional environment for young children 2. Knowledge of the SEN Code of Practice 3. Ability to incorporate characteristics of effective learning into all aspects of provision | * + Application Form   + References   + Interview |
| **PERSONAL ATTRIBUTES** | * Creative, engaging and organised with the ability to respond to change in a calm and effective way. * Ability to demonstrate an enthusiastic, sensitive and resilient approach towards the leadership role in our staff team. * High quality care, guidance and support for pupils and parents. * Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community. * A track record of making learning fun and exciting for all children ensuring all children develop a real desire for learning and school. | 1. An enthusiasm for, and understanding of how, promoting and incorporating aspects of sustainability and LOTC can positively impact on children’s learning | * + Application Form   + References   + Interview |