|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Evidence from** |
| **Relevant Qualification** | * Qualified Teacher Status
 | * Further qualifications and/or studies relevant to the age range
 | * Application form; letter; interview; references
 |
| **Experience** | * Minimum 2 years’ experience teaching
* Evidence of recent lesson observations at consistently good or outstanding level (within the last 12 months)
* Recent evidence of making a significant impact to progress and attainment of pupils
 | * Experience of new SATs arrangements for KS1 and 2
 | * Application form; letter; interview; references
 |
| **Curriculum Knowledge** | * An excellent knowledge and understanding of the KS1 curriculum
* An understanding of how to develop links between subjects through creativity
* An ability to apply ICT to planning, teaching, learning and assessment
* Experience of effective Subject Leadership in the Primary Curriculum
* Good knowledge and understanding of the National Curriculum and national strategies
 | * Knowledge and/or experience of recent educational initiatives
 | * Application form; letter; interview
 |
| **Teaching and Assessment** | * Have high expectations of all pupils in terms of pupil progress and behaviour
* Effectively manage support staff in the classroom so that all adults contribute effectively to support pupils’ learning
* Excellent classroom organisation and management
* Plan sequences of lessons with clearly differentiated learning objectives, linked to prior attainment which meet the needs of individual learners
* Demonstrate that a range of Assessment for Learning practices are consistently embedded in lessons
* Use a range of strategies to provide feedback to pupils
* Closely assess, track, record and report pupil progress
* Demonstrate effective use of a range of summative and formative assessment methods
 |  | * Application form; letter; interview
 |
| **Professional Development** | * Has taken responsibility for personal professional development and used the outcomes to support teaching and learning
* Supported and implemented an initiative or school improvement in school
 | * Evidence of continuous INSET and commitment to further professional development
* Other relevant training, e.g. First Aid/Safeguarding
 | * Application form; letter; interview
 |

 **Horspath CofE Primary School**

Appointment of Class Teacher, English Lead and TLR for Key Stage 1

 Selection Criteria

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Evidence from** |
| **Skills/Knowledge** | * Promote the school’s aims positively and use effective strategies to monitor motivation and morale
* Develop good personal relationships within a team
* Establish and develop close relationships with parents, governors and the community
* Create a calm, happy, challenging and effective learning environment
* Understand and be responsive to the needs of individual children
* Excellent written and oral communication skills
* Excellent presentation and inter-personal skills
* Excellent time and task management skills
* Knowledge and understanding of the use of ICT in the classroom
* Promote SMSC within the classroom and throughout the school
 |  | * Application form; letter; interview
 |
| **General: including Safeguarding** | * Demonstrate commitment to Equality and Diversity
* Demonstrate an understanding of safeguarding and child protection
* Have a commitment to and participate in the wider life of the school, including some extra-curricular activities
* Show a commitment to work within the guidelines laid out by agreed school policies
 |  | * Letter; interview
 |
| **Leadership qualities** | * Experience/involvement in school self-evaluation and development planning
* Experience of effectively leading an area of Curriculum Development
* Proven track record of having made a significant impact, as a leader, on the

 educational progress of pupils* A proven track record of successfully leading, developing and enhancing the teaching practice of other staff members
* Ability to contribute to SLT monitoring, school self-evaluation and school development planning
 | * Experience of leading a Key Stage
 | * Application form; letter; interview; references
 |
| **Personal Characteristics** | * Ability to lead and inspire staff
* Personal impact and a sense of humour
* Committed
* Enthusiastic and well-motivated
* Organised
* Ability to work as part of a team
* Positive
* Creative and flexible
* Resilient
* Make a positive contribution to the wider life and ethos of the school and a willingness to support PTA events/meetings
 |  | * Application form; letter; interview
 |