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|  | **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

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|  | **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 |