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| **Attributes:** | **Essential:** | **Desirable:** |
| **Qualifications** | * Degree or equivalent * Qualified Teacher Status (including NQTs) * Enhanced DBS check | * Further / Continued Professional Development * SENCO qualification |
| **Teaching experience** | * Teaching experience within the Primary range * Is an outstanding classroom practitioner * Experience of working successfully with pupils with Special Educational Needs * Has a track record of improving outcomes for all pupils and pupil groups in their own class | * Has taught in all stages across the Primary phase and possibly beyond |
| **Experience managing own or others’ performance** | * Experience of leading teaching and learning initiatives beyond their own classroom * Proven ability to raise standards in classrooms other than their own * Experience of giving effective feedback to colleagues about professional performance * Experience of conducting lesson observations/learning walks * Experience coaching and mentoring colleagues * Experience leading whole school, group or individual CPD | * Experience of contributing to school improvement plans * Experience developing a customised curriculum offer across a key stage or whole school * Experience of developing assessment for pupils working below national expectations * Experience of planning and resourcing effective interventions to meet curricular objectives |
| **Knowledge** | * Use of assessment and attainment information to improve practice and raise standards * Awareness of the latest developments and initiatives in education | * Knowledge of ASP/FFT |
| **Philosophy, beliefs, values** | * Personal values mirror those of the Trinity Ethos Statement * A belief in restorative justice * Demonstrates a passion for closing the gap for children from disadvantaged backgrounds |  |
| **Skills/Personal Qualities** | * Ability to analyse data effectively to assess performance * Has excellent inter-personal skills * Ability to motivate colleagues by example * The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience * Has a (good) sense of humour * Is approachable * Can seek support and advice when needed | * Can demonstrate commitment to the wider life of the school * Evidence of proactive strategic thinking |