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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
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| **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
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| **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
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| **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
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| **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
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| **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
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