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|  | **Essential** | **Desirable** |
| **QUALIFICATIONS**  Evidenced in:  · application form | * Qualified Teacher Status | * Further evidence of professional development |
| **TEACHING EXPERIENCE**  Evidenced in:  · letter of application  · interview  · portfolio / presentation | Demonstrate highly effective teaching by:   * Setting high expectations which inspire, motivate and challenge * Ensuring good progress and outcomes by pupils * Demonstrating good subject and curriculum knowledge * Planning and teaching well-structured, exciting and stimulating lessons * Adapting teaching to respond to the strengths and needs of all pupils * Making accurate and productive use of assessment * Managing behaviour effectively * Showing awareness of national trends in pedagogy and practice * Commitment to personal welfare and safeguarding of children | * Evidence of exceptional practice recognised by external and internal sources * Experience in a number of year groups * Evidence of exceptional progress made by individuals or groups |
| **PROFESSIONAL**  **KNOWLEDGE,**  **UNDERSTANDING**  **AND SKILLS**  Evidenced in:  · letter of application  · interview | Understands:   * What constitutes quality and high standards in learning and teaching * Inclusion and strategies for engaging all learners * What constitutes appropriate and successful relationships with children * Safeguarding in a primary school * Effective organisational skills   Has ability:   * To achieve and sustaining high standards * Ability to work well with parents, carers and the local community | * Supporting the Social and Emotional Aspects of Learning (SEAL) within the classroom * How the learning environment supports SEND children * Having coordinated a national curriculum subject |
| **SPECIFIC**  **KNOWLEDGE,**  **UNDERSTANDING**  **AND SKILLS**  Evidenced in:  · application form  · lesson observation  · interview | Has a:   * Positive approach to promote learning and excellent behaviour * Creative approach to Learning and   Teaching  Is a:   * Confident and competent user of ICT | * Co-operative learning structures |
| **CURRICULUM**  Evidenced in:  · letter of application  · lesson observation | * Has an understanding of the new National Curriculum and assessment procedures * How to develop reading, writing and maths skills across the curriculum * Effective use of Education trips to enhance the curriculum * Seeks innovative approaches to learning and teaching | * How the curriculum supports the ethos and values of the school. * Experience of having involved the ‘community’ to enhance the children’s learning. |
| **PROFESSIONAL**  **VALUES**  Evidenced in:  · letter of application  · interview | * High expectations of everyone * Commitment to learning and teaching from first hand, practical learning experiences * Willingness to use a variety of teaching strategies to engage all learners * Commitment to the personal welfare and safeguarding of children * Commitment to actively promote the school’s values including British Values as defined by the Department for Education | * Support for an enriched curriculum through after school clubs and educational visits |
| **QUALITIES**  Evidenced in:  · letter of application  · interview  · reference | * Ability to work cooperatively within a team * Display warmth, care and sensitivity in dealing with children * Self-evaluative and adaptable to changing circumstances and new ideas * Able to enthuse and reflect upon experience * Willingness to be involved in the wider life of the school * Ability to work flexibly * Ability to prioritise and manage time well * Excellent interpersonal / communication skills | * Brings personal interests and enthusiasms to the school community |