|  |  |  |
| --- | --- | --- |
| **Criteria** | **Essential/ Desirable** | **How assessed** |
| **QUALIFICATIONS** |  |  |
| Qualified teacher status | E | A |
| Evidence of continuing professional development | E | A |
| **EXPERIENCE (not applicable for NQT posts)** |  |  |
| To have recent, significant and successful experience as a teacher in the primary phase. | E | A/I/R |
| To have recent, significant and successful experience as a teacher in a multi-cultural, multi-lingual school. | D | A/I/R |
| **KNOWLEDGE / UNDERSTANDING** |  |  |
| Thorough knowledge of the primary curriculum from 4 -  11 | E | A/I |
| Thorough knowledge and understanding of successful primary practice | E | A/I |
| Understanding of how to raise standards within a primary school | D | A/I |
| Knowledge of recent legislation and current educational  developments | D | A/I |
| Has a clear knowledge and understanding of safeguarding & promoting the welfare of children and young people | E | A/I |
| Has a good understanding of the principles of race,  gender and disability and equality of opportunity | D | A/I |
| Understands what constitutes good practice and support for bilingual learners. | E | A/I |
| A very good working knowledge of ICT for teaching and  administrative purposes | E | A/I |
| Has a thorough understanding of inclusion/personalisation | E | A/I |
| Has an excellent understanding of assessment and AFL  strategies | E | A/I |
| A highly motivated, energetic and enthusiastic team member | E | A/I/R |
| Ability to communicate orally and in writing | E | A/I |
| Understand role in relation to health and safety | E | A/I |
| **PERSONAL CHARACTERISTICS** |  |  |
| Is enthusiastic in their approach to raising standards and  developing the ‘whole child’ | E | A/I/R |
| A commitment to promoting the ‘voice of the child’ and  valuing their contribution to the development of the school. | E | A/I/R |
| A commitment to equality of opportunity and social  inclusion | E | A/I/R |
| Creative, enthusiastic and proactive, keen to embrace change, new ideas and challenges | E | A/I/R |
| Can inspire trust and confidence in others | E | A/I/R |
| Well organised and able to manage time well | E | A/I/R |

|  |  |  |
| --- | --- | --- |
| Ability to manage effectively pupil discipline and have a commitment to a high level of pastoral care | E | A/I/R |
| Commitment to the development and maintenance of positive partnerships between the school, parents and  the community | E | A/I/R |

Edinburgh Primary School is committed to safeguarding and promoting the welfare of the children and young people and expects all in the school community to share this commitment.

A – Application I - Interview

R - References