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|  | **Essential** | **Desirable** |
| **QUALIFICATIONS**Evidenced in:· application form | * Qualified Teacher Status
 | * Further evidence of professional development
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| **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

TeachingIs a:* Confident and competent user of ICT
 | * Co-operative learning structures
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| **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.
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| **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
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| **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
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