



Key Criteria	Essential	Desirable	Ascertained by
<b>Professional Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Degree</li> <li>Relevant recent professional development</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Documentary Evidence</li> </ul>
<b>Teaching Competencies</b>	<ul style="list-style-type: none"> <li>Experience of teaching in KS2</li> <li>Good/outstanding classroom practitioner with high expectations</li> <li>Inclusive teaching and learning practice with ability to provide work that is differentiated to cater for the entire ability range in a class</li> <li>Positive behaviour management skills and experience</li> <li>Ability to work closely with and deploy support staff and resources effectively</li> <li>Up to date knowledge of the National Curriculum</li> <li>Use of data to inform planning and target setting</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching in several year groups</li> <li>Ability to mentor/share good practice with other members of staff</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Lesson observation</li> <li>Interview</li> </ul>
<b>Management Competencies and Experiences</b>	<ul style="list-style-type: none"> <li>An organised and solution focused approach to working</li> <li>Can articulate what good/outstanding teaching and learning looks like</li> <li>Recent effective management of a foundation subject/cross curriculum area</li> <li>A positive presence in the team</li> <li>Ability to communicate effectively with parents/carers in verbal and written form</li> <li>Good time management</li> <li>Data analysis, target setting and evaluation skills</li> <li>Ability to set high standards and provide a role model to staff and pupils</li> </ul>	<ul style="list-style-type: none"> <li>Recent effective management of a core subject</li> <li>Experience of leading Inset/staff training sessions</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>An enthusiastic, caring and approachable manner</li> <li>High expectations for self, colleagues and learners</li> <li>Resilience</li> <li>Confident to seek help when necessary</li> <li>A sense of humour</li> <li>Can encourage children to develop self-esteem and tolerance of others</li> <li>Ability to develop and maintain good professional relationships</li> <li>Committed to raising the levels of achievement for children of all abilities</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Lesson observation</li> <li>Interview</li> </ul>
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>Committed to promoting school improvement through pupil progress</li> <li>A team player who can collaborate with colleagues</li> <li>Ability to engage 'hard to reach' parents of children in the class</li> <li>Willingness to contribute to distributed leadership and accountability</li> <li>Willingness to support extra curricular clubs/activities</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to support residential visits</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>References</li> <li>Interview</li> </ul>