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| **Essential**The criteria used should be kept to a reasonable number | **Source of Evidence** |
| **1. Qualifications and Training**Qualification Teacher Status (QTS)DBS clearance.Evidence of continued career development | Application Form/Written Reference |
| **2. Experience**Experience of teaching in designated Key Stage with evidence of having achieved successful pupil outcomes* Knowledge and understanding of how young children learn
* A sound grasp of the concept of inclusive practice
* Knowledge of issues relating to equal opportunities; multi-cultural education;
* personal and social education; special educational needs and how to meet the needs of gifted children
* A clear grasp of the curriculum
* Knowledge of current educational issues.
 | Application Form/Written Reference/Selection Activity/Formal Interview |
| **3. Professional Knowledge**A clear and good understanding of current educational issues, theory and practice, with particular regard to: * The National Curriculum; Statutory Frameworks relating to designated Key Stages
* Subject Specialism;
* Equality and issues relating to pupils’ access to teaching;
* Classroom organisation and class management
 | Letter of Application Formal Interview Selection Activity |
| **4. Professional Skills**The ability to create a safe and rich learning environment involving: Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping; A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils’ ability.  | Letter of Application Formal Interview Selection Activity |
| **Essential**The criteria used should be kept to a reasonable number | **Source of Evidence** |
| * Creating a stimulating and enriching visual environment for the classroom;
* The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school;
* The ability and willingness to work with parents and encourage their active participation in Education
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| **5. Personal Attributes*** Good written and oral communication skills;
* Flexibility and willingness to be involved in the school and see the school as a community
* High degree of motivation for working with children and young people and share enthusiasm for the subject
 | Letter of ApplicationFormal InterviewSelection Activity |
| **6. Personal**Able to demonstrate a commitment to:* Equal opportunity for all school users;
* Encouraging children to develop self-esteem and tolerance of others;
* Furthering your own professional knowledge, skills and experience.
 | Letter of ApplicationFormal InterviewSelection Activity |
| **7. Safeguarding Children*** Able to form and maintain appropriate relationships and personal boundaries with children
* Has appropriate motivation to work with children and young people
* Has the ability to maintain appropriate relationships and personal boundaries with children and young people
* Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline
* Demonstrate commitment to safeguarding and promoting the welfare of children and young people
 | Selection ActivityWritten ReferenceFormal Interview |