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|  | Essential | Desirable |
| Qualifications | * Good primary teacher with qualified teacher status | * Evidence of continual professional development |
| Experience | * Successful primary teaching experience * Up-to-date experience, knowledge and understanding of good practice in EYFS * Experience of working with children with SEND * Working collaboratively with other colleagues, parents and governors | * Teaching experience across two primary key stages * Leading an aspect of school improvement with evidence of improving standards * Leadership of a subject or aspect of school life |
| Knowledge and understanding | * A clear philosophy of primary education in line with that of the Trust / school * Demonstrate quality first, inclusive teaching that has an impact on all pupil outcomes * Knowledge of a range of effective strategies for inspiring all children, including those with SEND, to achieve their full potential * An understanding of cross curricular learning and teaching * An understanding of the principles of assessment for learning * A detailed understanding of safeguarding duties * Good knowledge of the EYFS statutory framework * Able to promote the social, moral, spiritual, and cultural development of all children * Good understanding of a range of behaviour management strategies | * Analysis and interpretation of school performance data to inform school self-evaluation |
| Skills | * Able to work in a way that promotes the safety and wellbeing of children * A confident practitioner, who demonstrates outstanding classroom practice and high expectations of achievement and behaviour * Able to support children with a range of abilities * Able to communicate effectively with children, staff, parents, and the wider community * Able to deploy support staff effectively |  |
| Personal Qualities | * High standards of personal organisation * Committed to raising standards through excellent teaching and learning * Resilient, passionate, and hard-working * Relish accountability and take personal responsibility for own actions * Able to build trust and mutual respect between children, families, and staff * A cheerful disposition and good sense of humour * Enthusiastic, innovative, creative, and caring |  |