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| Essential Personal Attributes | Stage | Desirable Personal Attributes | Stage |
| Qualifications   * Recognised Teaching Qualification. * Evidence of CPD. | A, I, R | * A good honours degree or equivalent Higher degree or other relevant qualifications | A, I, R |
| Experience   * Current teaching experience * Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching through positive and productive relationships. | A, I, R | * Leadership of curriculum areas | A, I, R |
| Knowledge and Skills   * Clear personal philosophy of education * Outstanding inter-personal relationships. Commitment to team work * Good working knowledge of national curriculum. * Awareness of the needs of pupils with educational/social disadvantage. Understands a range of current issues. Competent with the use of ICT. * Demonstrate the ability to analyse and interpret pupil data and tracking to apply findings to future learning needs. | A, I, R | * Understanding of developments and initiatives in primary education.   Knowledge of SEND code of practice | A, I, R |
| Special Requirements   * Willingness to embrace change. * Willingness to accept responsibility for CPD. * Commitment to parental involvement. * Evidence of ability to form good relationships with pupils, parents, colleagues and Governors. * Good communication skills. * Passion and ability to lead a curriculum area. | A, I, R | * Willing to show wholehearted commitment to the school and all its activities. * Demonstrate an active contribution to the policies and aspirations of the school. | A, I, R |