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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 Key Stage 2 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.  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  An understanding of strategies which develop Cultural Capital within school.  Have accessed training re Mental Health and Wellbeing and able to support pupils and staff. | Letter of Application  Formal Interview  Selection Activity |

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| **Essential**  The criteria used should be kept to a reasonable number | **Source of Evidence** |
| **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 Application  Formal Interview  Selection 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 Application  Formal Interview  Selection 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 Activity  Written Reference  Formal Interview |