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|  | **Essential** | **Desirable** |
| Qualifications, training and experience | Qualified Teacher Status (QTS)Relevant degree or equivalent qualificationProven experience of teaching within Key Stage 2, with evidence of consistently good or outstanding teachingExperience of leading a curriculum area or year group within a primary schoolEvidence of ongoing professional development in line with current educational practices | Experience of leading a core curriculum subjectExperience in coordinating SATS administration and assessmentKnowledge of working across more than one Key StageExperience of managing budgetsExperience in leading extracurricular activities such as residential trips |
| Knowledge and Understanding | Comprehensive understanding of the Key Stage 2 curriculum and statutory requirementsSound knowledge of assessment, tracking, and data analysis to inform planning and improve pupil outcomesUnderstanding of effective strategies for behaviour management and inclusionKnowledge of current safeguarding procedures and commitment to promoting the welfare of childrenFamiliarity with national education policies and initiatives, including the latest Ofsted framework |  |
| **Leadership and Management Skills:** | Proven ability to lead and motivate staff, promoting a collaborative team cultureExperience in mentoring and supporting staff to improve teaching and learningAbility to set high expectations and monitor performance to ensure consistent pupil progressDemonstrated ability to plan strategically, set objectives, and evaluate impactExperience in delivering staff training and supporting professional development |  |
| **Teaching and Learning:** | Outstanding classroom practitioner with evidence of high pupil achievementAbility to model and share best practice with colleaguesExperience in developing curriculum schemes of work and improving standards of teachingAbility to create an inclusive learning environment where all pupils are supported and challengedCommitment to raising standards and securing excellent outcomes for all pupils |  |
| **Communication and Interpersonal Skills:** | Excellent verbal and written communication skillsAbility to build positive relationships with pupils, parents, staff, and external partnersCapacity to listen, reflect, and act on constructive feedbackStrong organisational skills and the ability to meet deadlines under pressureConfidence in presenting to a variety of audiences, including staff, parents, and governors |  |
| **Personal Qualities and Attributes** | Passionate about education and committed to making a positive difference in children's livesResilient, flexible, and adaptableProactive, innovative, and solution-focusedWillingness to uphold and promote the school’s vision, ethos, and valuesCommitment to maintaining confidentiality at all timesCommitment to safeguarding and equalityFlexibility and willingness to be involved in the school, support school events, including those outside of regular school hours and see the school as a community. Energy, enthusiasm, adaptability and good humour |  |