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|  | **Essential** | **Desirable** |
| Qualifications, training and experience | Qualified Teacher Status (QTS)  Relevant degree or equivalent qualification  Proven experience of teaching within Key Stage 2, with evidence of consistently good or outstanding teaching  Experience of leading a curriculum area or year group within a primary school  Evidence of ongoing professional development in line with current educational practices | Experience of leading a core curriculum subject  Experience in coordinating SATS administration and assessment  Knowledge of working across more than one Key Stage  Experience of managing budgets  Experience in leading extracurricular activities such as residential trips |
| Knowledge and Understanding | Comprehensive understanding of the Key Stage 2 curriculum and statutory requirements  Sound knowledge of assessment, tracking, and data analysis to inform planning and improve pupil outcomes  Understanding of effective strategies for behaviour management and inclusion  Knowledge of current safeguarding procedures and commitment to promoting the welfare of children  Familiarity 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 culture  Experience in mentoring and supporting staff to improve teaching and learning  Ability to set high expectations and monitor performance to ensure consistent pupil progress  Demonstrated ability to plan strategically, set objectives, and evaluate impact  Experience in delivering staff training and supporting professional development |  |
| **Teaching and Learning:** | Outstanding classroom practitioner with evidence of high pupil achievement  Ability to model and share best practice with colleagues  Experience in developing curriculum schemes of work and improving standards of teaching  Ability to create an inclusive learning environment where all pupils are supported and challenged  Commitment to raising standards and securing excellent outcomes for all pupils |  |
| **Communication and Interpersonal Skills:** | Excellent verbal and written communication skills  Ability to build positive relationships with pupils, parents, staff, and external partners  Capacity to listen, reflect, and act on constructive feedback  Strong organisational skills and the ability to meet deadlines under pressure  Confidence 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 lives  Resilient, flexible, and adaptable  Proactive, innovative, and solution-focused  Willingness to uphold and promote the school’s vision, ethos, and values  Commitment to maintaining confidentiality at all times  Commitment to safeguarding and equality  Flexibility 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 |  |