Personal Skills Characteristics	Essential	Desirable	Application	References	Interview
1. Physical Aspects					
● Smart appearance	X				X
● Presence/confidence	X				X
● Good tone/modulation of voice	X				X
● Good health record	X			X	
2. Qualifications and Training					
● Qualified Teacher Status	X		X		
● Degree	X		X		
● PGCE			X		
● Other professional qualification		X	X		
3. Professional Experience					
● KS2 experience		X	X	X	
● Understanding of broad and balanced curriculum	X		X		
● Innovative		X	X	X	X
● Clear child-centered philosophy	X		X	X	X
● Clear educational vision	X		X		X
● Knowledge of the Primary curriculum	X		X		X
● Positive approach to behaviour	X		X	X	X
● Assessment knowledge	X		X		X
● High expectations	X		X	X	X
4. Leadership					
● To be able to describe what effective leadership is		X	X		X
● To give enthusiastic and clear leadership and have the ability to motivate and inspire		X	X	X	X
● To have led and developed whole school initiatives with evidence of impact on teaching and learning and pupil attainment		X	X	X	X
● To have the ability to contribute to wider curriculum development and review		X	X	X	X
5. General Intelligence/Abilities					
● Professionally articulate	X				X
● Clear oral communication	X				X
● Good written communication		X	X		X
● Positive, decisive		X			X
● Considered judgement		X			X
6. Aptitude					
● Good organisational skills	X			X	X
● High interpersonal skills	X			X	X
● Good self discipline	X			X	X
● High regard for children	X		X	X	X
● Highly motivated	X		X	X	X
● Friendly but firm					X
7. Disposition					
● Sense of humour	X				X
● Responsible/Mature	X				X

		X				X
●	Sensitive	X				X
●	Determined/strength of character	X				X

This specification has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy.

We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.