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| **REQUIREMENTS**  | **ESSENTIAL**  | **DESIRABLE**  | **HOW IDENTIFIED**  |
| **QUALIFICATIONS**  | * Qualified Teacher Status
* Commitment to continuing professional development
 | * Further qualifications/study/courses
* Safeguarding level 1
* 2:1 or higher degree
 | Application form Interview References  |
| **RELEVANT EXPERIENCE**  | * Experience of teaching in KS2
* Track record of consistently good or better teaching
* Experience of working with children with SEND and disadvantaged pupils
* Knowledge and understanding of the national curriculum
* Ability to create a safe, supportive and stimulating learning environment for all pupils
* Understanding of child safeguarding procedures
 | * Work with parents and the wider community to enhance achievement
* Experience of KS2 national assessments
* Evidence of outstanding teaching in KS2
 | Application form Interview References  |
| **SKILLS AND ATTITUDES/** **PERSONAL QUALITIES**  | * To place the child at the heart of the learning process with high expectations of all pupils
* Evidence of ability to maintain high standards of behaviour and develop attitudes of care, control and cooperation
* Able to plan and deliver the highest quality lessons generating high levels of engagement for all, thereby raising achievement.
* Able to accurately and effectively use a range of assessment strategies. Effectively use assessment data to plan sequence of learning that secures accelerated progress
* High level of organisational and planning skills
* The ability to create a highly positive climate for learning
* Ability to use initiative, solve problems, make decisions and motivate others
* Ability to relate to and empathise with pupils and to build trusting professional relationships with them
* A willingness to self- reflect on their own practice and strive to constantly improve it
 | * Additional skills that could be offered as an after school club
* Exemplary use of data to identify strengths and areas for development
* Ability to speak a modern foreign language
 | Application Form Interview References  |
| **KNOWLEDGE**  | * A knowledge and commitment to safeguarding and promoting the welfare of children and young people
* Knowledge of the demands of the national curriculum and how to tailor this to the needs of all pupils.
* Ability to work with other teachers to develop outstanding curricular learning and teaching
* Have a working knowledge of all curriculum subjects and a desire to further improve knowledge
 | * Good ICT capability
* Excellent knowledge of spelling, punctuation and grammar
* Experience of teaching whole class reading comprehension.
* Understanding of Maths Mastery
* Have a specialist knowledge in a particular curriculum area.
 | Application form Interview References  |
| **INTERPERSONAL/** **COMMUNICATION SKILLS**  | * First class communication skills both verbally and written.
* The ability to establish strong, effective professional relationships with all stakeholders. In particular pupils, colleagues and parents and be able to support home-school links and partnerships
* The ability to work professionally alongside a range of partners and outside agencies at a variety of levels.
* A very calm but firm manner
* Ability to engage parental partnership through workshops, parent drop-ins and good communication
* Able to and constantly models respect to others
* Adaptability and willingness to learn
 | * Confidential, caring and considerate
* Strong team player with the ability to co-operate with others and to work as a member of the school team.
* High expectations of yourself and others
 | Application form Interview References  |
| **OTHER**  | * Strong desire to work in this school
* Strong commitment to developing self and others
* Reliability
* Enthusiasm
* Patience
* Excellent health and attendance record
* A desire to see pupils succeed, display warmth, care and sensitivity when dealing with children
* Plan & Manage workload effectively, recognising and managing pressure
 | * Willingness to become involved in all aspects of school life (e.g. after school clubs
* Willingness to engage fully in the school’s academic and research approach to school improvement
 | Application form References  |
| **DISCLOSURE OF CRIMINAL RECORD**  | * The successful candidate's appointment will be subject to the Council obtaining a satisfactory Enhanced Disclosure from the Disclosure Barring Service.
 | DBS enhanced certificate  |
| **Confidential References and Reports** | * Only written reference will be considered
* References will confirm professional and personal knowledge, skills and abilities as referred to above.
* Positive recommendation from current employer (if appropriate)
* Disclosure of Criminal Convictions (DCC) Form
* Satisfactory DBS Clearance
* Pre-appointment checks: e.g. Identity check, documentation proving eligibility to work in UK, original qualification certificates, etc
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