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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 |  |