

| POST                                                                | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | DESIRABLE                                                                                                                                                                                                                                  |
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| Qualifications                                                      | DfES recognised Qualified Teacher Status<br>Evidence of recent professional development                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | B.Ed or related degree                                                                                                                                                                                                                     |
| Leadership                                                          | To have the ability to set standards and provide a role model for all staff and children<br>To have the ability to lead and develop subject areas.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | To manage and develop the resources and finances of the school within your areas of responsibility<br>To have the ability to contribute to wider curriculum development and review                                                         |
| Professional Attributes                                             | To have the ability to inspire staff, parents and other adults<br>To have the ability to inspire children in and out of the classroom<br>To have high expectations of pupils and demonstrate a commitment to raising educational achievement<br>To promote positive attitudes, values and behaviour<br>To communicate effectively both orally and in writing, and develop effective links with the whole school community.<br>To have a commitment to equality of opportunity and managing diversity within the school<br>To have good time management and be able to prioritise issues.                | To be flexible and to respond positively to the changing needs of the school<br>To have a good sense of humour                                                                                                                             |
| Professional Knowledge and Understanding<br><br>Professional Skills | To have experience of teaching KS2 pupils<br>To have detailed knowledge of the National Curriculum and the Primary Strategy, and emerging best practice and have proven experience in managing its development, planning, delivery and assessment.<br>To meet the Teachers' Standards.<br>Use ICT effectively and imaginatively for teaching and learning<br>To know a range of strategies to promote good behaviour<br>To have the ability to create a purposeful and engaging learning environment<br>To be able to employ a range of teaching styles to promote interactive and independent learning | To have previous experience in taking pupils through the KS2 SATs process<br>To know the implications of the Code of Practice for SEN in teaching and learning                                                                             |
|                                                                     | To know strategies that promote equal opportunities for all<br>To understanding of classroom Health and Safety requirements and Safeguarding procedures<br>To be able to work collaboratively with colleagues and manage the work of Teaching Assistants<br>To be able to use a range of monitoring and assessment for learning strategies to inform planning and teaching<br>To be able to assess pupil progress accurately and record progress and achievement systematically                                                                                                                         | To be able to provide homework to consolidate and extend class based work<br>Have used APP to track and set meaningful "next steps" for pupils<br>To make effective use of resources, trips and other opportunities to motivate all pupils |

***Rackham CE Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.  
All applicants will be subject to an enhanced DBS check.***