

<b>Factor</b>	<b>Essential</b>	<b>Desirable</b>	<b>Ascertained by</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree</li> <li>• Evidence of a commitment to professional development</li> </ul>		Application/ documentary evidence
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching within the primary range</li> <li>• Evidence of high standards and effective teaching</li> <li>• Experience of successfully teaching pupils with a range of barriers to learning</li> <li>• Experience of accelerating pupil outcomes through accurate use of assessments</li> <li>• Managing behaviour effectively, including the promotion of learning behaviours</li> <li>• Creates challenging, effective and stimulating learning environments</li> </ul>	<ul style="list-style-type: none"> <li>• Recent training in Safeguarding and child protection</li> <li>• Teaching mixed age group class</li> <li>• Experience of leading and promoting a core subject for improvement and development</li> <li>• Experience of teaching mixed aged classes</li> </ul>	Application/ documentary evidence References
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Thorough knowledge of the national curriculum and expectations</li> <li>• Clear pedagogy of primary education which puts the child at the centre of process</li> <li>• Passionate about children's mental health and wellbeing</li> <li>• Able to plan for progression across the attainment range, designing effective learning across a series of lessons</li> <li>• Committed to meeting the needs of all children</li> <li>• Has an awareness of the principles of effective assessment which empowers children as learners</li> <li>• Understands how to organise, plan and match learning to curriculum needs</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of barriers and strategies to address the barriers of disadvantaged learners</li> </ul>	Application form References Interview
<b>Personal characteristics and abilities</b>	<ul style="list-style-type: none"> <li>• Endorses a 'growth mindset' in all areas of professional life</li> <li>• Adaptable to changing circumstances and ideas</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to develop leadership role beyond own school</li> </ul>	Interview References

	<ul style="list-style-type: none"> <li>• Develop good personal relationships within a team through open honest professional dialogue</li> <li>• Demonstrate excellent organisational skills</li> <li>• Able to use ICT effectively</li> <li>• Shows willingness to contribute to the whole school community, in and out of the classroom</li> <li>• Resilient, flexible and adaptable</li> <li>• Organised, able to prioritise and meet deadlines</li> <li>• Team player with a can do attitude</li> <li>• Energetic and positive</li> <li>• Ambitious for self and pupils</li> <li>• Good sense of humour</li> <li>• Committed to improving own practice</li> </ul>		
<p><b>Special requirements</b></p>	<ul style="list-style-type: none"> <li>• Driving licence</li> <li>• An enhanced DBS check is required</li> <li>• A good health and attendance record</li> </ul>		<p>Documentary evidence</p>