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| **Aspect** | **Essential** | **Desirable** | **Evidence (Essential)** |
| **Safeguarding** | * Enhanced DBS clearance * Right to work in the UK * Unswerving commitment to implementing school / trust policies relating to the safeguarding of children | * Attendance at safeguarding training * Ability to support, contribute to and further develop whole school approaches to safeguarding and promoting the welfare of children | * Application form and letter * References * Interview questions * Required documentation |
| **Qualifications** | * Qualified teacher status * Evidence of commitment to continuing professional development and learning | * Independent further study | * Application form * Interview questions |
| **Experience** | * Recent experience and proven ability in delivering the National Curriculum and/or Early Years’ Foundation Stage Curriculum * Recent experience of teaching children with a range of special educational needs and/or disabilities * Recent experience of teaching children from vulnerable groups. | * Experience in a range of year groups * Experience of leading teaching support staff | * Application form and letter * Interview questions |
| **Ethos** | * Strives for personal excellence * Understands the importance of enabling children to be happy and confident learners * Seeks to improve and sustain high standards of teaching and learning * Is clear about what contribution they could make to enhancing the current ethos of the school | * An understanding of the aims of the school / Trust * Demonstrates commitment to ongoing professional development and learning | * Application form and letter * Interview questions * References |
| **Knowledge and understanding** | * An up to date knowledge and understanding of moderation and assessment in primary schools * Good understanding of the relevant key stage curriculum * Robust subject and pedagogical knowledge * Knowledge of an effective range of teaching and learning approaches | * Knowledge of evidence-based research relating to pedagogy | * Application form and letter * Interview questions * Lesson observation |
| **Skills and attributes** | * High level of literacy and numeracy skills * Competence in using current technology * Good communication skills - orally and in writing * Proven ability to teach consistently good lessons * Ability to use a variety of pedagogical techniques to engage and motivate pupils to ensure good progress. * Ability to reflect on their practice and identify areas for development * Ability to form excellent relationships with colleagues, parents and carers | * Proven ability to work to deadlines | * Application form and letter * Interview questions * Lesson observation |
| **Personal qualities** | * Dedicated to excellence in teaching and learning * Displays warmth, sensitivity and care when working with children * Responds positively and proactively to coaching, mentoring and feedback * Open minded and flexible * Able to prioritise * Collaborative * Good sense of humour | * A team player who is professionally confident to support and challenge others * Ability to mentor | * Application form and letter * Interview questions * Lesson observation |

**Inspiring Primaries Academy Trust is committed to developing outstanding safeguarding   
and promoting the welfare of children.**