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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.**