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| Requirements | Essential (E)  Or  Desirable (D) | To be identified by:  Application form  (AF)  Interview (I)  References (R)  Observation (O) |
| **Application**  Fully completed application form  Well considered and relevant supporting letter  Professional references should provide a strong level of support for skills, knowledge and attributes referred to below. | E  E  E | AF  AF  R |
| **Training and Qualifications**  QTS  Degree  Experience of consistently delivering outstanding/ good lessons.  Experience of teaching the curriculum in Key Stage 2  Experience of working with children with a range of SEND  Experience of working with a teaching assistant  Experience of working with and engaging parents and the wider community | E  E  E  E    D  D  D | AF  AF  AF/I/R    AF/I/R  AF/I  AF/I  AF/I |
| **Professional Knowledge and Understanding**  Knowledge and understanding of the National Curriculum  Knowledge and understanding of the new assessment framework  Effective teaching and learning strategies to meet the needs of all pupils  Application of ICT to teaching and learning | E  E  E  D | AF/I/R/O  AF/I/R/O  AF/I/R/O  AF/I/R/O |
| **Skills and Attributes**  Enthusiastic, with a high level of motivation and initiative  Good communication and interpersonal skills  Creative and effective teaching and learning skills  Ability to use a range of effective behaviour management strategies  Adaptability to work closely with colleagues  Committed to the education of the whole child  Ability to provide a stimulating, encouraging and secure learning environment  Understanding of the role of assessment, record keeping and tracking pupil progress  Values creativity in raising pupil attainment and self esteem | E  E  E  E  E  E  E  E  E | AF/I/R  AF/I/R  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R  AF/I/R |
| **Leadership and Management**  Leading the development of a subject area | D | AF/I/R |
| **Personal Attributes**  Self -motivated  Well-organised  Flexible, good humoured and approachable  High expectations of self and others  Ability to work as part of a team | E  E  E  E  E | AF/I/R  AF/I/R  AF/I/R  AF/I/R  AF/I/R |
| **Other**  Commitment to safeguarding and protecting the welfare of children and young people  Commitment to equality and diversity  Commitment to health and safety  Commitment to regular attendance at work  Commitment to life and work of the school including after school activities | E  E  E  E  E | I  I  I  I/R  I |
| **Church Connection**  Commitment to supporting the Christian Ethos of the school and its pupils | E | AF/R |