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| **Personal attributes required based on Job Description** | **Essential (E) or Desirable (D)** |
| **Qualifications**  Have good academic qualifications relevant to the post  Have Qualified Teacher Status (QTS) | E  E |
| **Experience**  To have a clear understanding of the National Curriculum and its application.  A knowledge of strategies to teach mixed-age pupils within the same class and provide work which caters for the entire ability range.  To be an outstanding practitioner | E  E  E |
| **Knowledge**  Understand and have good knowledge of recent curricular issues  To demonstrate secure knowledge and understanding in their specialist subject area  To be willing to lead one or more curriculum areas.  An excellent understanding of how children learn.  A good understanding of assessment. | E  E  E  E  E |
| **Skills / Abilities**  Ability to work with and deploy staff and resources effectively  Have the ability to establish good working relationships with staff, parents and the wider community.  Be efficient, highly motivated and highly organised to deal with a teaching workload  Have the ability to articulate and maintain a vision for high quality education  Have proven ability to effectively motivate staff and pupils | E  E  E  E  E |
| **Other Attributes**  Show a commitment to school improvement.  Willingness to be involved in the wider life of the school and to run extra curricular clubs  Show on going evidence of a commitment to their own personal development and training  Have energy, dynamism and a sense of humour | E  E  E  E |

Essential requirements are those without which an applicant will not be considered for appointment.