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| ***Areas of Assessment*** | ***Essential*** | ***Desirable*** | ***Method of Assessment*** |
| 1. Qualifications and Experience | -Qualified teacher status  -Evidence of Continuing Professional Development  -Degree/PGCE  -Successful primary teaching experience  -Proven record of good relationships with pupils and parents  -Strong pedagogical models (or willingness to learn an explicit approach which provides effective outcomes for children) | -Recent and relevant INSET  -Experience of coordinating/leading a subject area | Application form |
| 1. Skills and Knowledge | -Knowledge of the National Curriculum  -Teaching experience across the lower school age range.  -Knowledge of effective teaching and learning strategies  -Experience of and commitment to Special Educational Needs.  -A good understanding of how children learn  -Ability to adapt teaching to meet pupils’ need  -Ability to build effective working relationships with pupils  -Knowledge of guidance and requirements around safeguarding children  -Knowledge of effective behaviour management strategies  -Good ICT skills, particularly using ICT to support learning  -Excellent communication skills  -Excellent standards of behaviour management | -Current experience of working in the Early Years Foundation Stage  -Willingness to attend events beyond the school day | Application form  Interview |
| 1. Personal Qualities | -A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school  -High expectations for children’s attainment and progress  -Inclusive approach to teaching and learning  -Ability to work under pressure and prioritise effectively  -Commitment to maintaining confidentiality at all times  -Commitment to safeguarding and equality  -Calm, supportive and caring  -Commitment to safeguarding children  -Strong team member  -Adaptable  -High expectations of self and pupil |  | Application form  Interview |
| 1. Application | -Well presented application form.  -Answering all areas of the person specification. |  | Application form |