



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Experience of teaching across the primary years</li> <li>• Experience of teaching children with EAL, SEND</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent and sustained participation in CPD.</li> <li>• Minimum of three years teaching experience.</li> <li>• Keep up to date with educational developments</li> </ul>
Knowledge, skills and attitudes	<ul style="list-style-type: none"> <li>• Excellent classroom practice</li> <li>• To be an outstanding classroom practitioner</li> <li>• The ability to plan, teach and assess effectively and to a high standard.</li> <li>• Excellent communication skills</li> <li>• Ability to prioritise, plan and organise self and others effectively</li> <li>• Competent use of ICT and expertise in how ICT can be used in Literacy/Maths</li> <li>• Understanding of diversity and preparing pupils to live a culturally diverse society</li> <li>• Knowledge, understanding and commitment to the pastoral care and safeguarding of pupils</li> <li>• An excellent understanding of assessment and how to use it to maximise pupil progress.</li> <li>• To have detailed knowledge of the National Curriculum and emerging best practice and have proven experience of managing an area of its development, planning, delivery and assessment</li> <li>• To have a range of skills for promoting good behaviour</li> <li>• To have the ability to create a purposeful and engaging learning environment</li> <li>• To be able to employ a range of teaching styles to promote interactive and independent learning</li> <li>• To have an understanding of Health and Safety requirements and safeguarding procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading a curriculum area.</li> <li>• Experience of monitoring performance and recommending interventions</li> <li>• Experience of successfully introducing and maintaining whole school initiatives</li> </ul>

	<ul style="list-style-type: none"> <li>• To have proven commitment to all aspects of Equal Opportunities</li> <li>• To have a knowledge and understanding of the SEN Code of Practice and of individual children’s Special Educational Needs.</li> <li>• Thorough understanding and commitment to an inclusive education</li> <li>• The ability to create a stimulating and attractive environment that supports learners – inside and out.</li> </ul>	
Personal qualities and attributes	<ul style="list-style-type: none"> <li>• To be an excellent role model, set high standards and model good professional relationships.</li> <li>• Commitment to further own professional development</li> <li>• Good interpersonal skills and ability to work as a member of a team</li> <li>• Ability to develop and maintain good working relationships</li> <li>• Commitment to raising standards</li> <li>• Flexibility – adaptable to change</li> <li>• Excellent organisational skills.</li> <li>• Ability to work to agreed targets and deadlines</li> <li>• Integrity, loyalty, sensitivity and a good sense of humour</li> <li>• To have high expectations of pupils and demonstrate a commitment to raising educational achievement</li> <li>• To communicate effectively both orally and in writing, to conduct meetings, present reports and develop links with the whole community</li> <li>• To have a commitment to equality of opportunity and managing diversity within the school</li> <li>• A commitment to parent and community partnerships</li> <li>• An excellent record of punctuality and attendance.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of contribution to the wider life of the school</li> </ul>
Leadership and management	<ul style="list-style-type: none"> <li>• To give enthusiastic and clear leadership and have the ability to motivate and inspire</li> <li>• To have the ability to set standards and provide a role model for all staff and children</li> <li>• Knowledge and understanding of strategies to support and promote high standards of achievement</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitions for further leadership experience</li> <li>• To have the ability to contribute to wider curriculum development and review</li> <li>• Experience of supporting the leadership team to monitor, evaluate and improve</li> </ul>

	<ul style="list-style-type: none"><li>• Ability to maintain a positive approach at all times and to challenge negativity</li><li>• Ability to create opportunities, motivate and energise the school community</li><li>• Understanding of the characteristics of a good school and the ability to promote this</li><li>• To have the ability to support and empathise with parents and carers and to demonstrate a commitment to positive home/school links and partnerships with Governors.</li><li>• To show an awareness of current local and national initiatives</li><li>• Experience of improving the quality of teaching of others.</li><li>• Ability to set targets and complete tasks to deadline.</li><li>• Organise and lead staff CPD</li><li>• Managing resources and given budget effectively.</li></ul>	<p>teaching and learning across the school</p> <ul style="list-style-type: none"><li>• Has an understanding of school data and how it can be used to benchmark a school's performance and for target setting</li></ul>
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