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|  | **Essential** | **Desirable** |
| **Training & Qualifications** | | |
| 1. Qualified Teacher Status |  |  |
| 1. Degree |  |  |
| 1. Successful primary teaching experience |  |  |
| 1. Evidence of continuing and recent professional development relevant to the post |  |  |
| **Knowledge and understanding** | | |
| 1. Knowledge of the National Curriculum |  |  |
| 1. Knowledge of effective teaching and learning strategies |  |  |
| 1. A good understanding of how children learn |  |  |
| 1. Ability to adapt teaching to meet pupils’ needs |  |  |
| 1. Ability to build effective working relationships with pupils |  |  |
| 1. Knowledge of guidance and requirements around safeguarding children |  |  |
| 1. Knowledge of effective behaviour management strategies |  |  |
| 1. Good ICT skills, particularly using ICT to support learning |  |  |
| 1. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed |  |  |
| 1. Clear understanding of data analysis and the important impact this can have on achievement and attainment |  |  |
| **Characteristics and Competencies** | | |
| 1. Ability to promote the school’s aims positively |  |  |
| 1. Ability to develop good personal relationships within a team; making an effective contribution to high morale |  |  |
| 1. Ability to establish and develop close relationships with parents, governors and the community |  |  |
| 1. Ability to communicate effectively (both orally and in writing) to a variety of audiences |  |  |
| 1. Ability to create a happy, challenging and effective learning environment |  |  |
| 1. Drive and determination to inspire others to achieve high standards |  |  |
| 1. Ability to work under pressure and prioritise effectively |  |  |
| 1. A solution-focussed mindset and determined “no-excuses” approach to raising standards |  |  |
| 1. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership |  |  |
| 1. A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school |  |  |
| 1. High expectations for children’s attainment and progress |  |  |
| 1. Commitment to maintaining confidentiality at all times |  |  |
| 1. Commitment to safeguarding and equality |  |  |