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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
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| 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
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