

Category	Essential	Desirable	Evidence
Application	<ul style="list-style-type: none"> <li>Fully supported in reference</li> <li>Well-structured supporting letter maximum 1000 words; indicating educational philosophy, understanding of important educational issues and examples of successes within a school context</li> </ul>		App form Reference
Qualifications	<ul style="list-style-type: none"> <li>Qualified Teaching Status</li> <li>Evidence of ongoing CPD</li> </ul>	Interest in further professional development (e.g. NPQH).  Further professional development with a focus on middle management.	App form Qualifications Check
Experience	<ul style="list-style-type: none"> <li>Minimum of 5 years primary school teaching experience of which a proportion must be in Key Stage 1.</li> <li>Experience of monitoring and evaluating standards of teaching and learning.</li> <li>Experience of successful curriculum leadership and staff development.</li> <li>Experience of working well in partnership with staff, governors, children, parents and the wider community.</li> </ul>	Experience of teaching in more than one school.  Experience of the performance management process and the role of reviewer.  Experience of liaising with other local primary schools and feeder junior school.  Experience of working with governors.  Experience of teaching in all phases of Primary Education	Letter / interview  Letter  References
Skills and Abilities	<ul style="list-style-type: none"> <li>A positive role model and good classroom practitioner.</li> <li>A good understanding of the needs of children from Foundation to Key Stage 1.</li> <li>Has a thorough knowledge of inclusive and innovative curriculum and assessment provision.</li> <li>A good understanding of effective strategies to enhance teaching and learning opportunities and improve attainment.</li> <li>Up to date awareness and understanding of school self- evaluation and improvement planning.</li> <li>Has a good understanding of current educational initiatives and relevant legislation.</li> <li>Competent in the use of ICT.</li> <li>Communicates well orally and in writing at all levels.</li> <li>Able to plan, organise and prioritise.</li> </ul>	Able to analyse and interpret numerical data, identify trends and monitor standards and achievement against targets.  Excellent and thorough organisational skills	Reference  Interview  App form
Special Knowledge	<ul style="list-style-type: none"> <li>Detailed knowledge of the structure and content of the Primary National Curriculum</li> <li>An understanding of the issues relating to and the ability to plan for children with special needs</li> <li>Understanding and knowledge of current issues in education.</li> <li>Knowledge of safeguarding procedures</li> </ul>	Understanding of the use of Synthetic phonics to teach reading	Interview
Personal attributes	<ul style="list-style-type: none"> <li>Relates well to children.</li> <li>Positive and resilient with drive, loyalty, integrity, flexibility and good sense of humour</li> <li>Able to work independently and as part of a team.</li> <li>Proven leadership qualities to motivate and inspire others.</li> <li>Embraces change well.</li> </ul>		App form  Interview  Reference

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|  | <ul style="list-style-type: none"><li>• Deals with difficult situations effectively.</li><li>• A commitment to inclusion.</li><li>• Able to develop effective working relationships with all external partners.</li><li>• Willing to take part in extracurricular activities.</li><li>• Ability to sustain excellence within the demands of working in school</li></ul> |  |  |
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