

	<i>Essential to</i>	<i>Desirable to</i>	<i>Evidence base</i>
Qualifications	<ul style="list-style-type: none"> <li>Hold Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Further/continued CPD</li> </ul>	Application form
Experience	<ul style="list-style-type: none"> <li>Have proven ability as an outstanding primary classroom practitioner.</li> <li>Experience across the primary phase</li> </ul>	<ul style="list-style-type: none"> <li>Working in schools in challenging circumstances.</li> </ul>	Application form Letter of application Feedback from observations
Professional attributes	<ul style="list-style-type: none"> <li>Have high expectations of everyone.</li> <li>Hold positive values and attitudes and adopt high standards of behaviour.</li> <li>Reflect and self evaluate to improve practice.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of coaching / mentoring programmes</li> </ul>	Letter of application Interview References
Professional knowledge and understanding	<ul style="list-style-type: none"> <li>Understand a range of teaching, learning and behaviour management strategies.</li> <li>Understand the primary curriculum and assessment, recording and reporting.</li> <li>Understand pupil development and ECM outcomes.</li> <li>Understand effective personalised provision.</li> <li>Understand and have a commitment to safeguarding.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of statutory tests</li> <li>Experience of specific behaviour programmes.</li> <li>Experience of IEP's / intervention programmes.</li> <li>Experience of creative learning strategies.</li> </ul>	Letter of application Interview References
Professional skills	<ul style="list-style-type: none"> <li>Plan for progression designing effective learning sequences.</li> <li>Have secure subject knowledge.</li> <li>Deliver challenging, engaging and motivating lessons.</li> <li>Provide accurate and constructive feedback on learners' attainment and progress.</li> <li>Establish a purposeful and safe learning environment.</li> <li>Work effectively with others.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of providing parents and carers with feedback on attainment and progress.</li> <li>Engagement in out of school activities and clubs.</li> <li>Experience of planning for/leading other adults in the classroom.</li> <li>Experience of engagement with outside agencies.</li> </ul>	Feedback from lesson observations Pre-interview lesson observation Letter of application Interview References
Personal qualities	<ul style="list-style-type: none"> <li>Have clear vision of educational excellence.</li> <li>Communicate effectively.</li> <li>Display warmth, care and sensitivity in dealing with children.</li> <li>Prioritise, adapt and be flexible.</li> </ul>		Interview