

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