



Selection Criteria

Criteria	Essential	Desirable	Evidence
Qualifications	• Qualified Teacher Status. • BEd or Degree with PGCE	• Evidence of further professional study and relevant courses	Application Interview
Experience	• Proven experience teaching in a primary phase	• Demonstrated ability to lead a subject or willingness to take on subject leadership • Experience of teaching in more than one primary phase	Application Interview
Teaching and Learning	• Excellent classroom practice with a commitment to delivering high-quality first teaching • Proficiency in differentiation to meet diverse learning needs • Effective use of feedback to inform planning adaptations and flexible grouping • Ability to support a range of needs within a class, promoting good progress and outcomes • Reflective practitioner who continuously seeks to improve teaching practices • Effective use of support staff and ability to direct them efficiently • Competence in chunking learning into small, manageable steps	• Ability to showcase high-quality first teaching consistently. • Proficiency in adaptive teaching strategies • Skilled in flexible grouping and providing targeted in-class support. • Skilled in live modelling and metacognitive strategies. • Excellent knowledge of strategies to support SEND pupils in the classroom • Experience in creating superb enrichment opportunities for children.	Application Interview
Curriculum	• Strong understanding of the primary National Curriculum and latest research • Excellent subject knowledge • Proven ability to plan and deliver engaging, purposeful lesson sequences within units of work • Assessment and target setting experience • Coherent view and commitment to inclusive	• Experience in monitoring progress and planning effective support and interventions. • Proficiency in using feedback to inform curriculum adaptations	Application Interview

	education ensuring that all pupils can access the curriculum • Clear understanding of planning and delivering a creative, engaging curriculum • Reflective practitioner who uses assessment for learning to guide instruction		
Philosophy	• A strong commitment to raising standards and achievement through excellent classroom practice • High expectations of behaviour and standards • Committed to inclusive classroom practice • Clear views on how children learn and an understanding of how achievement for all children can be maximised • A sound understanding of educational aims and objectives for children based on individual learning	• Strong sense of community and commitment to continuous improvement • Enthusiasm for contributing to a thriving school environment.	
Skills	• Excellent communication and interpersonal skills • Ability to work effectively as part of a team • Strong behaviour management skills, in line with school policy • A comprehensive appreciation of IT within the school context together with appropriate computer literacy	• Ability to plan and deliver engaging lessons creatively • Strong understanding of assessment for learning • Experience with Microsoft 365 and/or Google Classroom cloud based services	Application Interview
Motivation	• Desire to make a positive impact on children's lives. • Commitment to continuous professional development and keen to attend further training courses • Willingness to contribute to the wider life of the school. • Willingness to be an active member of the staff team	• Evidence of self-directed learning • Desire for professional development and opportunities	Application Interview
Personal	• Ability to form and maintain positive and professional relationships with colleagues and parents and pupils		Application Interview

	• Flexible, calm and compassionate • Enthusiastic and committed to the role • Committed to the vision, the school, the children, the team and willing to collaborate and participate fully in striving for excellence in all areas		
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