

Assessed by: A – Application, I – Interview & R – Reference

		Essential	Desirable	Assessment
Qualifications and training	Degree or equivalent	x		A
	Qualified Teacher Status	x		A
Professional Development	Evidence of recent safeguarding /inclusion CPD	x		A, I
	Clear understanding of Primary Phase pedagogy	x		A, I, R
	Record of significant, recent, successful teaching experience within UK schools	x		A, I, R
	Experience of working with pupils covering a broad range of abilities and backgrounds	x		A, I, R
	Shows commitment to own professional development	x		A, R
Knowledge and skills	Creates a well organised, welcoming environment for pupils and colleagues	x		I, R
	Strong understanding of Early Years and National Curriculum	x		A, I, R
	Plans and delivers well-structured, progressive lessons	x		I, R
	Has high expectations of pupils' behaviour and learning	x		A, I, R
	Implements successful assessment strategies to inform planning and intervention	x		A, I
	Knowledge of the SEND code of practice and related statutory regulations and other relevant legislation in education	x		A, I
	Recognise how 'reasonable adjustments and adaptations will be required to cater for different pupils	x		A, I

	Understands the systems and process for safeguarding pupils	x		
Personal Attributes	Approachable and empathetic and enjoys engaging with children, staff, parents and the wider community	x		A, I, R
	Treats pupils, staff and parents with respect	x		I, R
	Can effectively engage and communicate at all levels including listening to and inspiring children, staff, parents and the wider community	x		A, I, R
	Good time management skills	x		A, I, R
	Excellent communication skills	x		A, I, R
	Enthusiastic, flexible and has a positive outlook	x		I, R
	Personal wellbeing is a priority	x		A, I