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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | -Teaching qualification recognised by the DfE | -Education to degree level | F |
| **Experience** | -Successful experience of using a variety of approaches to enhance teaching and learning  -Evidence of planning and delivering high quality learning experiences  -Successful experience of managing challenging behaviours  -Evidence of planning for children with SEN  -Evidence of co-ordinating a curriculum area | -Teaching in more than one year group  -Teaching experience of mixed age classes  -Teaching experience within KS1 and KS2  -Experience of teaching Big Maths and Read/Write Inc | LIROT |
| **Knowledge and skills** | -Knowledge of and relevant training in Safeguarding, including child protection  -Commitment to high standards of teaching and learning  -Ability to plan effectively in both short and medium term  -Effective classroom management skills  -Effective communication skills(written and verbal) with children and adults  -Clear evidence of knowledge and understanding of education, particularly the development of reading, writing and maths  -Effective use of assessment strategies and evidence of using this information to impact on the progress and attainment of ALL children  -The ability and desire to set challenges in lessons  -Evidence of a stimulating learning environment | -Evidence of monitoring and evaluating teaching and learning  -Evidence of using pupil tracking data to raise standards  -Evidence of the use of strategies to deal with challenging behaviour | LIROT |
| **Personal Attributes** | -Ability to form effective working relationships with colleagues and parents  -Ability to relate sensitively to the needs of children  -Willingness to work as part of a team and to use initiative  -A ‘can do’ approach |  | LIROT |

**Evidence key**

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| F Application Form | L Letter of application | I Interview |
| R References | O Observation of teaching | T Task (part of the interview process) |