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| **Category** | **Essential** | **Desirable** | **Where Identified** |
| **SPECIFICATION** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF DEMONSTRATION** |
| **Application** | * Fully supported in reference
* Well-structured supporting letter detailing how you have had a positive impact on achievement in school (max 1000 words).
 |  | Application Form Reference |
| **Qualifications** | * Qualified Teacher Status
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| * Evidence of participation in recent professional development or further study that has impacted on your teaching
* Evidence of skills that could contribute to the wider life of the school
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 | Application FormInterview  |
| **Experience** | * Successful teaching experience in Upper Key Stage 2
* Ability to demonstrate excellent standards of classroom practice
* Track record over time of raising pupil achievement
* Track record of actively promoting safeguarding procedures in school
* A secure understanding of subject leadership – monitoring, planning, delivery.
* Experience of cooperative working as a member of a team
 | * Successful teaching experience in Year 6
* Experience in administration of KS2 SATs
* Experience of leading PE and/or Computing in school
 | Application Form Reference Interview |
| **Knowledge & Skills** | * A secure understanding of teaching of upper KS2 curriculum
* Secure understanding of requirements of KS2 statutory assessment
* Knowledge of the primary curriculum and how to ensure children are ready for the next phase of their education
* Ability to analyse assessment and target intervention
* Ability to promote positive behaviour from all pupils ensuring high standards of discipline and good relationships; high standards of pastoral care.
* A clear vision and understanding of the needs of all pupils in order to ‘narrow the gap’ in learning between groups
* Effective use of IT in the classroom and as a management tool.
* Ability to organise work and classroom, prioritise tasks, make decisions and manage time effectively.
* Understanding and knowledge of current issues in education.
* Experience, knowledge of education partnerships
 | * Detailed knowledge of Year 6 assessment, and a clear understanding of expectations and standards
 | Application Form InterviewReference  |
| **Personal Qualities** | * Shows warmth, dedication and enthusiasm
* Ability to demonstrate sensitive, resilient and proactive teamwork whilst working with others
* Excellent interpersonal and communication skills
* Ability to think creatively and imaginatively
* A track record of making learning fun and challenging for all children, helping them develop a desire for learning and school
* Ability to identify own professional development needs and a commitment to ongoing professional development
 | * Desire to be involved in extra-curricular activities, understanding how learning outside the classroom can positively impact on children’s learning
 | Application Form InterviewReference  |