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| **Attributes** | **Essential** | **Desirable** | **Source** |
| **Qualifications**  **and Training** | * Qualified Teacher Status * Degree or equivalent | * Degree 2:1 or above * Evidence of further professional qualifications/study | * Application form * Certificates |
| **Experience** | * Experience of working successfully in FS, KS1 or KS2 * Can demonstrate high expectations of pupils’ achievements and behaviour * A secure understanding of National Curriculum and Assessment for Learning | * Teaching experience across key stages * Good overview of all phases of primary education | * Application form * Reference * Interview * Lesson Observation |
| **Professional Development** | * Attendance at relevant courses, conferences. * A commitment to furthering own professional development | * Evidence of undertaking leadership CPD e.g. middle leaders | * Application form * Reference * Interview |
| **Skills** | Ability to:   * Communicate effectively , written and verbal * Demonstrate ability to share practice and lead others within a team. * Create a safe learning environment * Ensure quality of provision for all * Use a range of successful teaching strategies * Establish and maintain effective professional relationships within school | * Experience in the use of a systematic tracking system and the interpretation of data | * Application form * Reference * Interview * Writing Task * Lesson Observation |
| **Knowledge & Understanding** | * Clear knowledge of the structure and content of the National Curriculum * A clear understanding of the key principles of effective teaching and learning * A good understanding of current educational issues * Knowledge of how to monitor, assess, record and report pupils’ progress * Knowledge and understanding of the RE curriculum, or willingness to undertake training | * Specialist knowledge in at least one subject area | * Application form * Reference * Interview * Lesson Observation |
| **Personal Qualities** | * Caring attitude towards pupils and parents * Ability to demonstrate enthusiasm and sensitivity whilst working with others * High expectations of self and pupils * Flexible and willing to be involved in the extended life of the school and the wider community * Willingness to embrace the Catholic nature of the school and support and strengthen school, home, parish and community links. | * Evidence of being able to build and sustain effective working relationships * A practising Catholic | * Application form * Reference * Interview * Lesson Observation |