



Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	A demonstrable and proven track record of achievement in teaching in Key Stage Two.
3	A good, up to date knowledge and understanding of National Curriculum subjects.
4	Experience of effective co-ordination / management / leadership of a core subject and team.
5	Experience of managing / supervising teaching and/or support staff.
6	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
7	Experience of examination / testing requirements in Key Stage Two and using data to inform teaching.
8	Good written communication skills.
9	Evidence of appropriate, relevant and on-going professional development and training.

Desirable

10	Other interests / expertise that would benefit learners and the school.
11	Experience of managing a budget.
12	Experience of working on or with a School Leadership Team.
13	Able to teach additional Key Stages and / or subject areas.
14	Experience of developing and delivering in service training for staff.



Part B: Assessment Stage

Items 1 - 8 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An ability to motivate, support and monitor teaching and support staff to ensure that standards are raised and targets and priorities of the school are achieved.
2	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress within an area of the curriculum.
3	A knowledge and understanding of the school self-assessment process.
4	Able to communicate effectively with children, young people, staff and parents/carers.
5	Able to engage and motivate learners in the school environment.
6	Have positive values, attitudes and have high expectations for all learners.
7	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.
8	Able to work collaboratively as member of a team, (and as a leader of a team), and contribute to the professional development of colleagues, including the sharing of effective practice.
9	Able to plan, organise and prioritise and manage time effectively.
10	Good verbal, interpersonal and leadership skills.
11	A willingness to contribute to whole school improvement planning.
12	Able to use ICT and Computing knowledge and skills in the learning environment.

Desirable

11	A willingness to teach across the primary age range
12	An ability to contribute to extra-curricular activities.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	Yes
Lesson Observation	Yes	Structured discussion with pupils	Yes



Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment) Further may be asked for if required.
6	Medical clearance- as required under the Education (Health Standards) (England) Regulation 2003.
7	Right to work.