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| **Category** | **Essential** | **Desirable** | **Where Identified** |
| **Application Form and Supporting Letter** | * Completed Durham County Council Teaching Application Form * Fully supported in references * Well-structured supporting letter indicating vision for effective teaching, learning and assessment with examples of success |  | * Application Form * Supporting Letter * References |
| **Qualifications** | * Degree * Qualified Teacher Status | * Evidence of further professional qualifications * Evidence of further study | * Application Form |
| **Experience** | * Successful experience of planning and teaching within the National Curriculum * Experience of teaching in KS2 for at least one academic year * Evidence of highly effective classroom teaching skills | * Experience of working with children with SEND * Experience of directing the work of Teaching Assistants | * Application Form * References * Interview |
| **Professional Development** | * Evidence of recent professional development * A willingness to continue learning and undertake further professional development and relevant training |  | * Application Form * References * Interview |
| **Skills** | * Be an excellent classroom practitioner * Ability to plan, differentiate and deliver the curriculum effectively and assess pupils accurately * To promote and lead subject responsibilities across the whole school * Effective communication and interpersonal skills * Effective organisational and time management skills * Ability to work effectively with others as part of a team to achieve shared goals * Have a wide range of behaviour management skills * Track record of actively promoting safeguarding procedures in a school * Ability to use ICT effectively both in classroom practice and for own professional work * Liaise effectively with parents, carers and other professionals | * Knowledge and understanding of the needs of all pupils * Understanding and knowledge of analysing the performance of different groups of pupils | * Application Form * References * Interview |
| **Knowledge** | * Detailed knowledge and understanding of the Primary National Curriculum * Understanding and knowledge of differentiating the curriculum as appropriate * A clear understanding of the needs of nursery and primary children, including those with SEND and all other groups * Use of assessment for learning to improve standards, including excellent observations and identification of next steps * Ability to keep and organise records of children’s learning and progress effectively | * Knowledge and understanding of appropriate interventions to support children in KS2 * Knowledge of Mastery approach for teaching Maths | * Application Form * References * Interview |
| **Personal Attributes** | * To create a safe, stimulating learning environment that meets the needs of all children and have an innovative approach to teaching and learning * A willingness to use a range of teaching strategies to ensure all pupils achieve their very best * Reliability, commitment and positive enthusiasm * Ability to be adaptable and respond positively to change * Caring attitude to children, parents and colleagues * Willingness to attend and participate in relevant meetings as required * Willingness to commit to the wider school life e.g. lead an after school club * High expectations for all children * Ability to develop and maintain good relationships with all members of our school community | * An awareness of the wider professional role of teachers | * Application Form * References * Interview |