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| **Attributes** | **Essential** | **Desirable** | **How identified?** |
| Education/Training/Qualifications | * Degree or equivalent
* QTS
* Training in Primary curriculum
* Evidence of further training in KS1/2
 | * Evidence of commitment to teaching of relevant age group
 | * Application form
* Certificates
* Interview
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| Relevant experience | * Teaching experience in KS1 or KS2 – this may be from a student placement in the case of NQT’s
 | * Evidence of knowledge of assessment procedures.
* Experience of teaching at KS1/KS2
 | * Application form
* Interview
* References
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| Knowledge and skills | * Evidence of highly effective teaching skills
* Clear strategies for class organisation and management.
* Good behaviour management skills.
* Knowledge and understanding of SEND procedures.
* Clear understanding of how children learn.
* Knowledge of effective assessment practices and procedures.
* Excellent ICT skills
* Commitment to working with parents/carers.
* Able to integrate and become part of a creative team.
 | * Ability to offer a subject specialism.
 | * Application form
* Letter of application
* Reference
* Interview
* Teaching observation
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| Additional factors | * Good interpersonal skills
* Supportive references
* Ability to relate sensitively to children
* Confident communication skills
* Ability to work as part of a team
* Knowledge and understanding of safeguarding issues
 |  | * Application form and letter of application
* Reference
* Interview
* Teaching observation
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