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| --- | --- | --- | --- |
| Criteria | Essential | Desirable | How Identified |
| Qualifications and Training | * QTS, (Not applicable to NQTs)
* All statutory Basic Skills Qualifications, (NQTs only.)
* A degree
 | * Further professional qualification
* Evidence of continued professional development
 | ApplicationInterview |
| Knowledge and Experience | * Experience of working in school with children of Primary School age
* Experience of assessing, recording, monitoring and reporting of children’s progress
* Knowledge and experience of providing effectively for the needs of individuals, (e.g. classroom organisation, learning strategies.)
* Knowledge of statutory curriculum requirements
* Knowledge of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Safeguarding Children
* Experience of using a range of effective teaching and learning styles.
 | * Record of outstanding teaching
* Evidence of better than expected progress in their teaching groups
* Experience of working with partner professionals to improve learning
* Experience of developing Individual Education Plans
* Experience of working in a Catholic School
* Knowledge and understanding of

the preparation for and administration of statutory National Curriculum tests | ApplicationInterviewReferences |
| Skills and Abilities | * Ability to plan creatively, assess accurately and maintain written records of progress
* Ability to engage and motivate children to learn effectively
* Ability to teach outstanding lessons
* Ability to communicate clearly in a range of contexts and contribute to team meetings
* Ability to create a stimulating learning environment
* Ability to use initiative
* Ability to use ICT skills across the curriculum and for administration
* Ability to ensure confidentiality and professional protocols
* Ability to engage parents in the learning process
 | * Evidence of innovation
* Aptitude to deploy learning support staff effectively
* Ability to support the links between partner schools.
* Ability to lead a curriculum area
 | ApplicationInterviewReferences |
| Personal Qualities | * Supportive of our Catholic ethos
* Enthusiastic and energetic
* Team player
* Aspirational
* Calm and patient
* Flexible and professional
* Punctual and reliable
* Committed to continuing professional development
 | * Practising Catholic
* Commitment to whole-school development
* Committed to enhancing provision for children within and beyond the timetable
 | InterviewReferences |