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| ***We are looking for evidence of***  | Essential | Desirable | **Assessment** |
| **Qualifications** | B.Ed or PGCE with QTS status | Subject or phase specialism within a first school setting  | Application formReferences |
| **Experience** | Experience of teaching and learning in a First school setting Experience of using ICT in the classroom to support effective and challenging learningPlanning challenging lessons to a high standardExperience of teaching a differentiated and challenging curriculum to all pupils appropriate to their needs | Ability to plan and work independently and collaborativelyExperience of teaching in a mixed age group class using a variety of styles Ability and willingness to run extra-curricular activitiesCo-ordinating role within schoolExperience of working across school and leading a subject. | Interview Application formReferences |
| **Skills, Knowledge and Understanding** | High expectations of children's work and behaviour and ability to develop all children to their full potentialExcellent English and Maths SkillsEmpathy to work with and build positive relationships with all childrenThe ability to create an inspiring classroom environment, planning innovative and creative learning opportunitiesEvidence of excellent ICT skills that extend beyond the classroom and include new technologyKnowledge and understanding of school self-evaluation and evidence of contribution to school developmentEvidence of excellent knowledge and understanding of child development and how children learn in order to provide appropriate personalised learning experiencesAbility to teach phonic skills and early readingExcellent knowledge and clear understanding of the National CurriculumAbility to maintain effective and consistent behaviour management within the learning environment at all times. | Ability to adapt learning to match children’s interests.Ability to use thinking skills to enhance the CurriculumUnderstanding of skills based curriculumExperience of teaching across age groups and mixed year group planningExperience of end of phase assessmentsKnowledge of data tracking and analysis to support pupil progressUnderstanding and evidence of implementing changeKnowledge of current developments in education Evidence of building and sustaining the school communityRead Write Inc experience.Mastery in Maths experience. | Interview Application formReferences |
| **Qualities** | Drive and vision to improve the outcomes of all children – someone who goes the extra mileEnthusiasm, vision, dedication, creativity and an ability to work consistently to a high standard.Ability to demonstrate an empathy with the school values and with children of all abilitiesExcellent communication skills in person and in writing, combined with an ability to form respectful relationships with pupils, staff, parents and carersAble to learn with and from others, an ability to work as part of our close team and an aptitude to work flexiblySchool aims and values are explicit in all aspects of school lifeSelf-starter who finds solutions and ensures completion of goals/targetsFlexibleSense of humour |  | InterviewApplication formReferences |