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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 form  References |
| **Experience** | Experience of teaching and learning in a First school setting  Experience of using ICT in the classroom to support  effective and challenging learning  Planning challenging lessons to a high standard  Experience of teaching a differentiated and challenging curriculum to all pupils appropriate to their needs | Ability to plan and work independently and collaboratively  Experience of teaching in a mixed age group class using a variety of styles  Ability and willingness to run extra-curricular activities  Co-ordinating role within school  Experience of working across school and leading a subject. | Interview  Application form  References |
| **Skills, Knowledge and Understanding** | High expectations of children's work and behaviour and ability to develop all children to their full potential  Excellent English and Maths Skills  Empathy to work with and build positive relationships with all children  The ability to create an inspiring classroom environment, planning innovative and creative learning opportunities  Evidence of excellent ICT skills that extend beyond the classroom and include new technology  Knowledge and understanding of school self-evaluation and evidence of contribution to school development  Evidence of excellent knowledge and understanding of child development and how children learn in order to provide appropriate personalised learning experiences  Ability to teach phonic skills and early reading  Excellent knowledge and clear understanding of the National Curriculum  Ability 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 Curriculum  Understanding of skills based curriculum  Experience of teaching across age groups and mixed year group planning  Experience of end of phase assessments  Knowledge of data tracking and analysis to support pupil progress  Understanding and evidence of implementing change  Knowledge of current developments in education  Evidence of building and sustaining the school community  Read Write Inc experience.  Mastery in Maths experience. | Interview  Application form  References |
| **Qualities** | | Drive and vision to improve the outcomes of all children – someone who goes the extra mile  Enthusiasm, 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 abilities  Excellent communication skills in person and in writing, combined with an ability to form respectful relationships with pupils, staff, parents and carers  Able to learn with and from others, an ability to work as part of our close team and an aptitude to work flexibly  School aims and values are explicit in all aspects of school life  Self-starter who finds solutions and ensures completion of goals/targets  Flexible  Sense of humour |  | Interview  Application form  References |