

Personal Specification / Selection Criteria for the post of teacher

	Essential	Desirable	Source
Qualifications			
Qualified teacher status, recognised by the DfE.	✓		A
Evidence of continuing and recent professional development relevant to the post.	✓		A

Experience and knowledge of teaching			
Recent, significant and successful experience as a teacher in the primary phase (outstanding practice).	✓		A I L O
Experience of teaching in different year groups.		✓	A I L
A proven track record of raising attainment.	✓		A I L
Experience of working in partnership with a range of stakeholders.		✓	A L
Experience of working with children with differing SEND needs		✓	A L
Experience of working in Key Stage 1 or EYFS		✓	A L

Knowledge and Understanding			
An in-depth knowledge and understanding of the curriculum	✓		A I L
Sound knowledge and understanding of assessment for learning strategies.	✓		A I L
Sound understanding of the role in the environment in supporting children's learning		✓	A I L
An understanding of and commitment to learning through a creative curriculum.	✓		A I
A commitment to equality and opportunity for all.	✓		A I L
Able to effectively utilise IT across the curriculum.		✓	A I L

Professional Attributes / skills			
Ability to work effectively as part of a team and be able to motivate others.	✓		A I L O
Ability to monitor and evaluate teaching and learning and implement strategies for improvement.	✓		A I
Ability to be flexible and use own initiative to solve problems	✓		A I O
Well organised and able to manage time effectively	✓		A L
Ability to work under pressure and remain calm	✓		A L O
Be an outstanding practitioner		✓	A O

Professional Skills			
Ability to innovate, be creative and change approach when needed.	✓		A I L
Build and sustain effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of all pupils.	✓		A L I

Personal Qualities			
Demonstrate personal and professional integrity, including modelling values and vision.	✓		A I O
Inspire trust and confidence across the school and community.	✓		A I
Manage and resolve conflict including the ability to make firm decisions and convey them clearly.		✓	A I L
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others.	✓		A I
Demonstrate a 'can do' attitude and a capacity for sustained hard work with energy and vigour.	✓		A I L
Be creative, dynamic and possess excellent communication skills.	✓		A I L
A good sense of humour and endless enthusiasm.	✓		A O I

A	Application form	I	Interview / presentation
L	Supporting letter	O	Observation