|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Attributes** |  | **Criteria** | **Essential or Desirable** | **Application Form** | **Interview** | **Reference** |
| **Qualification** | 1 | Qualified Teacher Status | **E** | ✓ |  |  |
|  | 2 | Recognised degree of equivalent | **E** | ✓ |  |  |
|  | 3 | Willingness to work towards NPQH | **D** | ✓ |  |  |
| **Experience** | 4 | Significant teaching experience | **E** | ✓ |  |  |
|  | 5 | Proven track record of outstanding teaching skills | **E** | ✓ | ✓ | ✓ |
|  | 6 | Experience of teaching in different key stages | **D** | ✓ |  |  |
|  | 7 | Experience of subject leadership in school  | **D** | ✓ | ✓ | ✓ |
|  | 8 | Experience of leadership of a core subject | **E** | ✓ | ✓ | ✓ |
|  | 9 | Evidence of commitment to Continuing Professional Development and reflective practice | **E** | ✓ | ✓ |  |
| **Knowledge & Understanding** | 10 | Understanding the requirements of the National Curriculum and its application across the primary phase | **E** | ✓ | ✓ |  |
|  | 11 | Knowledge of effective teaching and learning strategies to ensure progress of all learners | **E** | ✓ | ✓ | ✓ |
|  | 12 | Knowledge of effective classroom and behaviour management strategies  | **E** | ✓ | ✓ | ✓ |
|  | 13 | Knowledge of current educational challenges | **E** | ✓ | ✓ |  |
|  | 14 | Understanding of the processes of school improvement | **E** | ✓ | ✓ |  |
| **Skills & Personal Qualities** | 15 | Ability to analyse assessment data and reflect on its implications | **E** | ✓ | ✓ |  |
|  | 16 | Ability to communicate clearly and concisely with a range of audiences | **E** | ✓ | ✓ |  |
|  | 17 | Ability to build and sustain effective and positive relationships with all stakeholders | **E** | ✓ | ✓ | ✓ |
|  | 18 | Ability to work effectively as a team leader and a team member  | **E** | ✓ |  | ✓ |
|  | 19  | Effective self-motivation and personal organisational skills | **E** | ✓ |  | ✓ |
|  | 20 | Strong commitment to the use of ICT to support teaching, learning, assessment, leadership and management | **E** | ✓ | ✓ |  |
| **Other** | 21 | Contribution to the extra-curricular life of the school | **E** | ✓ | ✓ |  |
|  | 22 | Commitment to safeguarding | **E** | ✓ | ✓ | ✓ |
|  | 23 | Commitment to fostering, developing and supporting the Christian ethos of the school | **E** | ✓ | ✓ |  |
|  | 24 | Commitment to equality and diversity | **E** | ✓ | ✓ | ✓ |

**Safeguarding:**

As an employee of St Andrew’s CE Primary School, you have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm.

**Equality Diversity and Inclusion:**

St Andrew’s CE Primary School is committed to equality, diversity and inclusion, and expects all staff to comply with its equality related policies/procedures, and to treat others with fairness and respect.

**Health and Safety:**

The post holder is responsible for Employees Duties as specified with the Schools Health and Safety Policies.