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|  | Essential | Desirable | Evidence |
| Application | * Fully supported in references * Well-structured application |  | Application form References Interview |
| Qualifications | * Qualified Teaching Status. | Further professional qualifications.  Experience of liaising with and communicating with governors.  Evidence of continuing professional development.  Experience of working across the primary age range. | Application form Certificates. |
| Experience | * Experience of teaching or working within Early Years. * Knowledge and understanding of how children learn. * Knowledge and experience of current educational issues. * Experience of teaching phonics. |  | Application form References  Lesson observation Interview |
| Knowledge and Understanding | * Knowledge of National Curriculum requirements including recent updates * Knowledge of, and ability to demonstrate, effective teaching and learning strategies across the curriculum * Knowledge and understanding of key policies in education. * Knowledge of issues relating to safeguarding children * Knowledge and expertise in phonics | An understanding of CPOMS  First Aid Qualifications | Application form References Interview |
| Skills and Personal Qualifications | * Excellent classroom practitioner. * A positive individual with drive and enthusiasm. * Highest standards of professional conduct. * Ability to form positive relationships with all stakeholders. * Able to communicate orally and in written form. * A commitment to engage in career development. * Ability to work within a team. | Contribution to the wider life of the school including enrichment activities outside of curriculum time. | Application form References Interview. |