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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 CPOMSFirst 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. |