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| **Category** | **Essential** | **Desirable** | **How identified** |
| **Qualifications and experience** | * Qualified teacher status
* Degree level qualification
* Willingness to undertake CPD
* Previous experience working in a school
 | * Relevant postgraduate professional qualification
* Previous experience working in partnership with parents
 | AF, I, R |
| **Personal Qualities** | * Commitment to sustaining and enhancing the values of Abel Smith School
* Committed to teaching
* Supportive of colleagues
* Good attendance and punctuality
* Good sense of humour
* Pro-active in the working environment
* Enthusiastic and positive attitude
* Ability to accommodate changes in work priorities
* Ability to anticipate workload and plan ahead
* Ability to develop effective relationships with parents
* Ability to encourage and enable others to reach their full potential
 | * Sense of humour
* Self-confidence
* Ability to relate well to other professionals
* A flexible approach
 | AF, I, R |
| **Knowledge and skills** | * Sound understanding of the primary curriculum and or the Early Years Framework
* Excellent behaviour management skills
* Excellent inter-personal skills
* Ability to work as part of a team
* Excellent planning and organisational skills
* Effective oral and written communication skills
* Knowledge of key performance indicators and the ability to use them to monitor progress
* Awareness of the needs of children who speak English as an additional language or have SEN
* An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development
 | * Experience working as part of a team
* First aid skills
* An understanding of the importance of parental involvement
* Experience working with children who have SEN and/or disabilities
* Experience working with children who have behavioural problems
* Experience working with children who speak English as an additional language
 | AF, I, R |
| **Professional Expertise** | * Successfully undertaken appropriate Child Protection training
* ICT Competent
* Sound knowledge of the primary curriculum and or the Early Years framework
* Ability to manage children’s behaviour effectively and positively
* Ability to organise and plan for effective class teaching
* Ability to think creatively about curriculum and to demonstrate through examples how teaching this way has been achieved in the past
 | * Expertise in at least one area of the curriculum
* Experience in assessment and monitoring of the National Curriculum
 | AF, I, R |
| **References** | * Positive recommendation in professional references
* Satisfactory health and attendance record
 | * Professional reference without reservation
 | AF, I, R |
| **Key: AF =** Application Form **I =** Interview **R =** References |