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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 | | | |