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The following criteria will be measured through application, reference and interview day activities

	Essential	Desirable
Qualifications and training	 Qualified Teacher Status	 Evidence of continuous participation in professional development
Experience	 Teaching in an EYFS or KS1 setting  Working with children with a range of SEND  Working with children within vulnerable groups	 Mixed age setting  Managing other adults
Knowledge and understanding  The successful applicant will be able to demonstrate that they:	 Know what constitutes safeguarding and child protection  Have a thorough understanding of National Curriculum requirements and assessments  Have a clear understanding of ongoing daily assessment and its impact on moving pupils on in their learning  Understand how to plan for children with SEN  Know what constitutes quality first teaching and understand a range of teaching and learning styles and techniques.  Know how the learning environment and provision supports high standards of learning  Make excellent use of behaviour management strategies	 Have a clear understanding of current educational legislation and its implications  Understand the importance of working with parents and examples of this partnership
Skills  The successful applicant will be able to demonstrate that they can:	 Develop good relationships within a team  Communicate effectively to a variety of audiences  Plan for mixed age classes  Create a happy and challenging learning ethos  Demonstrate good time management and organisational skills	 Establish and develop close relationships with parents, governors and the community  The ability to lead subject(s) across the school.  Plan for and manage teaching assistants.
Personal Qualities	 Excellent interpersonal skills  Ability to be a supportive and flexible colleague  Ability to embrace change and rise to a challenge  Commitment to your own professional development	 A sense of humour and 'Can do' attitude  Full of energy, enthusiasm, resilience and drive to inspire others to achieve high standards  An interest in the Arts  Willingness to participate in the wider life of the school including extra-curricular activities