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| **Category** | **Essential** | **Desirable** | **Where Identified** |
| **Application Form and Supporting Letter** | * Completed Durham County Council Teaching Application Form
* Fully supported in references
* Well-structured supporting letter indicating vision for effective teaching, learning and assessment with examples of success
 |  | * Application Form
* Supporting Letter
* References
 |
| **Qualifications** | * Degree
* Qualified Teacher Status
 | * Evidence of further professional qualifications
* Evidence of further study
 | * Application Form
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| **Experience** | * Successful experience of planning and teaching within the National Curriculum
* Experience of teaching in KS2 for at least one academic year
* Evidence of highly effective classroom teaching skills
 | * Experience of working with children with SEND
* Experience of directing the work of Teaching Assistants
 | * Application Form
* References
* Interview
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| **Professional Development** | * Evidence of recent professional development
* A willingness to continue learning and undertake further professional development and relevant training
 |  | * Application Form
* References
* Interview
 |
| **Skills** | * Be an excellent classroom practitioner
* Ability to plan, differentiate and deliver the curriculum effectively and assess pupils accurately
* To promote and lead subject responsibilities across the whole school
* Effective communication and interpersonal skills
* Effective organisational and time management skills
* Ability to work effectively with others as part of a team to achieve shared goals
* Have a wide range of behaviour management skills
* Track record of actively promoting safeguarding procedures in a school
* Ability to use ICT effectively both in classroom practice and for own professional work
* Liaise effectively with parents, carers and other professionals
 | * Knowledge and understanding of the needs of all pupils
* Understanding and knowledge of analysing the performance of different groups of pupils
 | * Application Form
* References
* Interview
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| **Knowledge** | * Detailed knowledge and understanding of the Primary National Curriculum
* Understanding and knowledge of differentiating the curriculum as appropriate
* A clear understanding of the needs of nursery and primary children, including those with SEND and all other groups
* Use of assessment for learning to improve standards, including excellent observations and identification of next steps
* Ability to keep and organise records of children’s learning and progress effectively
 | * Knowledge and understanding of appropriate interventions to support children in KS2
* Knowledge of Mastery approach for teaching Maths
 | * Application Form
* References
* Interview
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| **Personal Attributes** | * To create a safe, stimulating learning environment that meets the needs of all children and have an innovative approach to teaching and learning
* A willingness to use a range of teaching strategies to ensure all pupils achieve their very best
* Reliability, commitment and positive enthusiasm
* Ability to be adaptable and respond positively to change
* Caring attitude to children, parents and colleagues
* Willingness to attend and participate in relevant meetings as required
* Willingness to commit to the wider school life e.g. lead an after school club
* High expectations for all children
* Ability to develop and maintain good relationships with all members of our school community
 | * An awareness of the wider professional role of teachers
 | * Application Form
* References
* Interview
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