

Essential and desirable criteria.

For candidates to self assess and provide evidence in the application letter.

For school to assess and consider for interview & advise for the future if unsuccessful.

1-refer to criteria, 2-principles,3-example, 4-good example, 5-applied by others

Essential	Desirable	Examples from the candidate's letter
A personal history & application that satisfies safeguarding checks.		
	Experience that benefits the whole child's growth and learning.	
Clear understanding of behaviour management and effective use of strategies.	Restraint- trained.	
Knowledge of the Primary curriculum	Influence on colleagues who applied the example that was set. A track record of using initiative and knowledge of the primary curriculum with planning for and personalising assessing learning for groups/individuals -with good outcomes for the children.	
Highly effective parental liaison which benefits the child and family.	Innovative strategies to try.	
Effective experience of involving external agencies which benefits the child and family.		
Secure understanding and practice of safeguarding & child protection.		
ICT skills that enable good learning.	Innovative, impact throughout school.	
High emotional intelligence that led to effective relationships and outcomes for the child/staff. Team player. Good role model.		
Evidence of job-related self improvement & learning. Child-development related qualifications.		
Integrity, humility & empathy		
An understanding of behaviour as communication.		
Organised and proactive – Can think on their feet.	An outlook and willingness to run clubs.	
Can adapt provision skilfully at point of delivery/intervention.		
Responds effectively to the needs of children.		
	Experience of working with children with emotional, physical and medical needs. First aid/medical training.	