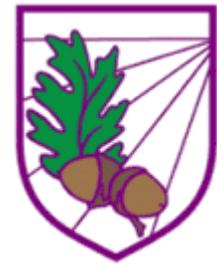


Oak View School - Recruitment Shortlisting Criteria

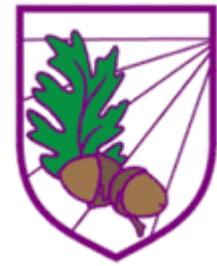


Tick and/or use the following scoring system to help decide the extent to which a candidate meets a particular criterion.

- 0 – No evidence to meet the criteria
- 1 – Evidence does not fully meet the criteria
- 2 – Evidence meets the criteria
- 3 – Evidence exceeds the criteria

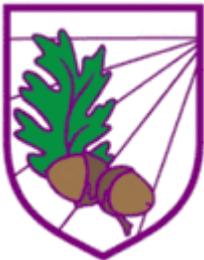
CRITERIA	[CANDIDATE NAME/NUMBER]				
Initial screening checklist (tick where candidate meets the criteria)					
Right to work in the UK					
Candidate meets the minimum experience requirements					
All required documents have been provided					
Candidate shows a clear understanding of our school, and has tailored the application accordingly					
Candidate is available to start when needed					

Oak View School - Recruitment Shortlisting Criteria



CRITERIA	[CANDIDATE NAME/NUMBER]				
Red flags (tick if candidate shows any of these. Bear in mind that these shouldn't automatically exclude a candidate from consideration, but might just be points to probe at the next stage of the process)					
Gaps in employment with no explanation					
No referees provided					
Candidate has had multiple jobs in a short space of time					
Generic application, showing no understanding of, or interest in our school					
Salary expectations that differ significantly from the one advertised					

Oak View School - Recruitment Shortlisting Criteria



Essential criteria from the person specification (using a 0 to 3 scoring system)

Decision and next steps
