



Person Specification – Teacher

Please find below a copy of the person specification we will be using when shortlisting and interviewing candidates. It would be helpful if you could give consideration to these points when completing your application.

Criteria	Essential	Desirable	Evidence A, PS, Ob, I, R
<b>Education, Qualifications and Training</b>			
<ul style="list-style-type: none"> <li>• Qualified to degree level</li> <li>• Qualified teacher status</li> <li>• Evidence of commitment to further professional training</li> <li>• Current Level 1 Safeguarding certificate</li> <li>• Current Paediatric first aid trained</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>	
<b>Professional Knowledge and Experience</b>			
<ul style="list-style-type: none"> <li>• Understanding of the EYFS statutory framework</li> <li>• Strong understanding of pedagogy in early years education</li> <li>• An ability to create a stimulating and effective environment for learning</li> <li>• Evidence of working innovatively and being forward thinking in relation to teaching and learning</li> <li>• High quality teaching skills</li> <li>• Commitment to effective inclusive practice</li> <li>• Have a good understanding of effective safeguarding practices</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>		
<b>Professional Skills</b>			
<ul style="list-style-type: none"> <li>• Evidence of a high standard of classroom practice – consistently good/outstanding</li> <li>• Ability to maintain high standards of pupil behaviours for learning</li> <li>• Knowledge of therapeutic approaches to behaviour</li> <li>• Knowledge of planning in the moment/planning in action</li> <li>• Effective assessment strategies</li> <li>• Reflective about practice</li> <li>• Able to work collaboratively</li> <li>• Effective communicator</li> <li>• Competent user of ICT</li> <li>• Commitment to the safeguarding of children</li> <li>• Subject leadership in a key area or willingness to take on the role in the future</li> <li>• Experience of working with other professionals</li> <li>• The ability to action plan and support other staff with professional development</li> <li>• Commitment to the involvement of parents and carers in</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	

the children's education			
<b>Personal Qualities</b>			
<ul style="list-style-type: none"> <li>• Genuine concern, care and respect for young children and their families</li> <li>• Patient, calm, kind, enthusiastic, flexible</li> <li>• Positive attitude and good humoured</li> <li>• An eagerness to support the whole school ethos</li> <li>• Able to respond positively to changing circumstances</li> <li>• Ability to work on own initiative and effectively with all members of school community</li> <li>• Well organised</li> <li>• Confident in teaching abilities</li> <li>• Excellent attendance and punctuality</li> <li>• Understanding of confidentiality</li> <li>• Willing to contribute to the wider school (PTA, school events, governors)</li> </ul>	<ul style="list-style-type: none"> <li>√</li> </ul>	<ul style="list-style-type: none"> <li>√</li> </ul>	

Evidenced: A- Application Form, PS – Person Specification, R – References, I- Interview, OB – Lesson Observation

The criteria outlined above will be the basis on which applicants will be assessed for short-listing purposes