The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate, therefore, how you meet each of the following criteria in your application.

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **TO BE MEASURED BY** |
| QUALIFICATIONS: | * Qualified Teacher status | * Commitment to further professional development * Therapeutic Thinking Training | Certificate, references, application form and Interview |
| EXPERIENCE: | * Evidence of successful Early Years and/or KS1 primary teaching * Experience of formulating, delivering, assessing and evaluating the primary curriculum * Evidence of experience with SEND/inclusion, including behaviour * Experience in managing and leading in a curriculum area (except ECTs) | * Teaching in different year groups/key stages * Teaching in mixed age/key stage classes * Working in partnership with parents and Governors * SEND qualification and/or experience | References, application form and interview |
| KNOWLEDGE AND UNDERSTANDING : | * Of the theory and practice of providing effectively for the individual needs of all children; * Statutory National Curriculum requirements at Early Years Foundation Stage and KS1; * The monitoring, assessment, recording and reporting of pupils’ progress; * The statutory requirements of legislation concerning equal opportunities, health & safety, SEND and safeguarding; * Effective teaching and learning styles; * Knowledge of needs of pupils with autistic spectrum disorder * Experience of successfully managing a range of children’s behaviour | * Knowledge and understanding of recent developments in Early Years * Awareness of needs of pupils with autistic spectrum disorder * Awareness of managing range of children’s behaviour | Application form and interview |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **TO BE MEASURED BY** |
| SKILLS | * a passion for teaching and a genuine interest in the well-being and development of children * knowledge and application of Assessment for Learning principles * teaching ability which enables children to progress and achieve high standards * ability to plan creative lessons which inspire and motivate young children and make learning fun * create a happy, challenging and effective learning environment, including learning through play * ability to use positive and effective strategies for behaviour management * develop good personal relationships and communicate effectively and sensitively with children**,** colleagues, parents and carers * use ICT to support teaching and learning and in their role of teacher * a good team player and can work with   others | Establish and develop close relationships with parents, governors and the community  Willing to drive the minibus | Interview and references |
| PERSONAL CHARACTERISTICS | Creative Proactive  Enthusiastic Organised  Positive outlook Flexible  Resourceful Good sense of humour  Strong interpersonal skills  Excellent communicator |  | Interview and references |
| ATTITUDES AND INTERESTS | * Willing to contribute fully to the life of the school |  | Interview and references |