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| **Person Specification**  **Note: Candidates failing to meet any of the essential criteria will automatically be excluded** | | |
| **Requirements** | **Essential (E)**  **or**  **Desirable (D)** | **To be identified by:**  **Application form**  **(AF)**  **Interview (I)**  **References (R)**  **Observation (O)** |
| **Application**  Fully completed application form  Well considered and relevant supporting letter (within word count)  Professional references should provide a strong level of support for skills, knowledge and attributes referred to below. | E  E  E | AF  AF  R |
| **Training and Qualifications**  QTS  EYFS Primary Trained / Specialism  Evidence of recent and relevant training applicable to the post  Experience of leading curriculum subject  Relevant, recent CPD  Experience of working within EYFS/KS1  Experience of being class teacher in EYFS/KS1  Experience of teaching mixed year group classes | E  E  E  D  E  E  D  E | AF  AF  AF/I/R  AF/I  AF/I  AF/I  AF/I  AF/I |
| **Professional knowledge and understanding**  National policies, priorities and statutory frameworks, including new EYFS Statutory Framework and Development Matters  Assessment and tracking of pupil progress  Application of ICT to teaching and learning  Ability to create and promote a stimulating learning environment for all learners  Ability to coordinate a subject area  Good understanding of and commitment to inclusion  Child Protection and safeguarding | E  E  E  E  D  E  E | AF/I/R/O |
| **Personal skills and attributes**  Committed to promoting the Christian vision of the school  Good communication skills  Interpersonal skills  Ability to prioritise time effectively  Flexibility  Personal impact and enthusiasm  Self-confidence and presence  Commitment and integrity  Ability to work as part of a team and also lead a team  A commitment to further professional development  A willingness to participate in the wider life of the school including extra-curricular activities | E  E  E  E  E  E  E  E  E  E  E | AF/I/R/O |
| **Other**  Commitment to safeguarding and protecting the welfare of children and young people  Commitment to equality and diversity  Commitment to health and safety  Commitment to regular attendance at work  Commitment to life and work of the school including after school activities  Committed to promoting a positive ethos and culture | E  E  E  E  E  E | AF/I |
| **Confidential references**  Positive recommendation from all referee, including current employer | E | R |
| **Equal Opportunities:**  We are committed to equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work. As a school, we will ensure that the policy is properly applied  **Health and Safety:**  All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.  **Safeguarding Commitment:**  St Peter’s is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff are subject to an initial and updated DBS, an induction period and the new guidance on disqualification by association. | | |