



PERSON SPECIFICATION FORM

Banks St Stephen's CE Primary School

Job title: EYFS Class Teacher (Maternity Cover)

Grade:
Teachers Pay
Scale

Directorate: Children and Young People

Establishment: Banks St Stephen's CE Primary School

Selection decisions will be based on the criteria below. At each stage of the process, an assessment will be made to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post. Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process. The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

	Requirements (based on the Job Description) N.B – Candidates failing to meet any of the essential criteria will be automatically excluded.	Essential (E) Or Desirable (D)	To be identified by: Application Form (A) Interview (I) Reference (R)
	Qualifications		
	Qualified Teacher Status	E	A
	Degree	E	A
	Professional Development		
	Commitment to professional development in teaching and learning and evidence of appropriate, ongoing, high quality professional development for the role of class teacher	E	A/I
	Up to date safeguarding training and knowledge of legislation for the protection of young people	E	A/I
	Be aware of their own strengths and areas for development, be able to listen to, reflect constructively and act upon the feedback of others, as appropriate	E	A/I
	Establish a safe and stimulating environment for pupils, rooted in mutual respect	E	A/I

	Have knowledge and relevant teaching experience for the post of Reception class teacher	E	A/I/R
	Be a consistently good/outstanding teacher, evidenced through lesson observations and other forms of monitoring and evaluation	E	A/I/R
	Understand, use and apply the principles and practices of effective teaching and learning within EYFS	E	A/I/R
	Show commitment and demonstrate strategies to meet the learning needs of every pupil and specific groups	E	A/I/R
	Deal effectively with a range of pupil behaviours and demonstrate positive behaviour management strategies	E	A/I/R
	Demonstrate how you make learning “stick” and how you plan lessons and sequences of lessons that are cumulative and build on prior learning	E	A/I
	Have a secure understanding of assessment strategies, including assessment for learning and the use of assessment to accelerate progress and be accountable for pupils’ attainment, progress and outcomes	E	A/I/R
	Have a commitment to addressing diversity, for example, EAL children	E	A/I
	Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions including those with SEND	E	A/I
	Professional Skills and Attributes		
	Demonstrate personal and professional integrity, including modelling values and vision	E	A/I/R
	Support and uphold the school’s Church of England ethos and Christian distinctiveness	E	A/I
	Ability to prioritise, plan and organise themselves and others e.g. support staff	E	A/I/R
	Develop effective professional relationships with colleagues	E	A/I/R
	Demonstrate a capacity for sustained hard work with energy and vigour	E	A/I/R
	Demonstrate resilience and optimism and the willingness to go the extra mile	E	A/I/R
	Show commitment to sustain good attendance at work	E	A/I/R
	Commitment to safeguarding and protecting the welfare of children and young people	E	A/I/R
	Commitment to equality and diversity	E	A/I
	Commitment to health and safety	E	A/I
	Make a positive contribution to the wider life and ethos of the school	E	A/I

Additional Information

Your supporting statement should be clear, concise and relate to this specific post.

We will always consider your references before confirming a job offer in writing.

Applications must be made on the LCC application form and emailed to head@bank-st-stephens.lancs.sch.uk