

Saint William’s Catholic Primary School

***Note: Candidates failing to meet any of the essential criteria will automatically be excluded.***

**Person Specification**

**Nursery Teacher**

|  |  |  |
| --- | --- | --- |
| **Requirements  (based on job description)** | **Essential Or Desirable** | **Evidence  Application Form (A)**  **Interview (I)** |
| **Training and Qualifications**  Qualified Teacher Status Degree  Evidence of recent and relevant training applicable to the post | **E E D** | **A A A** |
| **Experience** |  |  |
| Recent experience of teaching in the EYFS phase.  Successful experience of leading one or more subject areas | **E**  **D** | **A/I**  **A/I** |
| Experience of teaching a mixed age class  Have an understanding for how to meet the needs of a mixed age EYFS class. | **D**  **E** | **A/I**  **A/I** |
| **Professional knowledge and understanding** |  |  |
| A commitment to inclusion for all | **E** | **I** |
| A secure understanding of the principles of effective provision | **E** | **I** |
| for pupils with Special Educational Needs |  |  |
| Knowledge and understanding of a range of support for pupils | **E** | **I** |
| with Social, Emotional and Mental Health needs |  |  |
| Knowledge of the EYFS framework | **E** | **I** |
| Ability to use data, assessment and target setting effectively to raise standards/address weaknesses  Ability to demonstrate a proven track record of the effective implementation of a range of behaviour management strategies | **E**  **E** | **I**  **I** |
| Ability to use ICT to enhance teaching and learning | **E** | **I** |
| Ability to create and promote a stimulating learning environment for all learners | **E** | **I** |
| Demonstrate good subject and curriculum knowledge | **E** | **I** |
| Set high expectations that inspire, motivate and challenge pupils | **E** | **I** |
| Understanding of child protection and safeguarding  Have a well-informed understanding of the assessment requirements for EYFS. Demonstrate effective leadership and management of support staff.  Demonstrate a commitment to a partnership between home and school | **E**  **D**  **E**  **E** | **I**  **A/I**  **A/I**  **A/I** |

|  |  |  |
| --- | --- | --- |
| **Personal skills and attributes** |  |  |
| Show a commitment to supporting the Catholic ethos of this Church school. | **D** | **A/I** |
| Promote the school’s strong educational philosophy and values | **E** | **I** |
| Inspire trust in the school community | **E** | **I** |
| Communicate clearly and effectively orally and in writing | **E** | **A/I** |
| Build and maintain quality relationships through interpersonal skills and effective communication  Demonstrate personal and professional integrity, including modelling values and vision  Prioritise, plan and organise self and others  Think analytically and creatively and demonstrate initiative in solving problems  Be aware of their personal strengths and areas for development and listen to and reflect constructively and act upon, as appropriate, feedback from others  Demonstrate a capacity for sustained hard work with energy and vigour  A willingness to support colleagues | **E**  **E**  **E   E  E**  **E**  **E** | **I**  **I**  **I**  **I**  **I**  **I**  **I** |
| A willingness to participate in the wider life of the school, including extra-curricular activities, PTA and community events etc. | **E** | **I** |

**Application form**

The Form should be fully completed and free from error. The statement within the application form should be clear and concise and related to the specific post, using Arial font size 12.

|  |  |
| --- | --- |
| References should provide a strong level of support for relevant professional  and personal knowledge, skills and abilities referred to above. | E |
| Positive recommendation from current employer (if applicable) | E |

**Confidential references and reports**

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

**Prepared by:** S Solloway Headteacher **Date:** 06/12/22