

Person Specification –Teacher, Archibald First School

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DFE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons which provide engaging and inspirational learning activities across the Early Years Unit and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching in Early Years
4	Evidence of teaching which is creative and effective.
5	A good knowledge and understanding of the Early Years curriculum and other relevant statutory and non-statutory frameworks.
6	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
7	Good written and verbal communication skills.
8	Evidence of relevant and on-going professional development and training.

Desirable

9	A BA/BSc Degree or relevant in depth knowledge of subject area.
10	Paediatric First Aid
11	Other interests / expertise that would benefit learners and the school.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review the progress of all learners.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Experience of assessment within the Early Years Foundation Stage
4	Able to engage and inspire learners in the school environment.
5	Have positive, inclusive values, attitudes and high expectations for all learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
7	Able to work collaboratively as member of a the Nursery/Early Years team.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills
10	Able to use ICT knowledge and skills in the learning environment.

11	Have positive values, attitudes and have high expectations for learners.
----	--

Desirable

12	Willing and able to contribute to extra-curricular activities.
13	Willing and able to contribute to whole school development initiatives.
14	Able to play an instrument or contribute to the musical development of the school.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Written task	Yes	Other (specify)	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS)
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Qualified teacher Status with professional registration with the General Teaching Council for England
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record