

Job title	Grade	School	Location
EYFS Class Teacher	Mainscale/Upper (dependent on experience)	The Deans Primary School <b>The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.</b>	Stanwell Road, Swinton, Salford, M27 5TD

## Note to manager

In completing this form you are setting the expected standard for the person you need for this job on this occasion. Once completed, it will help to create your shortlist of candidates and to devise the questions you ask at interview. Please describe the criterion in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. The job description, person specification and advertisement must be consistent. Each of the criteria must be identified under the **Essential** or **Desirable** headings. Whilst all criteria are important, those marked **Essential** must be met before an interview can be offered. (See Section 6 of the Recruitment and Selection Code of Practice for more information on producing a person specification)

## Note to applicants

Whilst all criteria below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

(\*See grid overleaf)

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.	A / I
2.	Displays commitment to the protection and safeguarding of children and young people.	A / I
3.	Qualified teacher status.	A
4.	Experience of teaching in EYFS.	A / I
5.	Experience of working within an EYFS team.	A / I
6.	Thorough knowledge of the Early Years Foundation Stage framework, and how this translates into excellent EYFS practice.	A / I / O
7.	Evidence of high quality teaching that secures children making good or better progress.	A / I / O
8.	Understanding of how to assess, record, analyse and secure progress of learners in EYFS.	A / I / O
9.	Ability to develop and sustain a highly stimulating, supportive and safe learning environment.	A / I / O
10.	Ability to manage behaviour effectively, within a nurturing environment.	A / I / O
11.	Know how to take practical account of diversity and promote equality and inclusion.	A / I / O
12.	Ability to articulate a commitment to a set of values and principles that underpin primary education.	A / I

13.	Ability to demonstrate the positive values, attitudes and behaviour expected of children and young people.	A / I / O
14.	Values diversity and the unique place and contribution every individual makes to the learning community.	A / I
15.	Ability to reflect, evaluate and adapt.	A / I / O
16.	Excellent interpersonal skills and the ability to communicate with staff, children, parents and governors.	A / I / O
17.	An understanding of our school vision and how to contribute to sustaining this vision.	A / I
18.	Experience of teaching pupils with a wide variety of individual needs, including potentially complex special educational needs.	A / I

Desirable criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Evidence of using innovative approaches, including effective use of ICT and outdoor resources.	A / I
2.	A good sense of humour.	A / I / O
3.	Experience of teaching in more than one setting.	A
4.	Evidence of delivering outstanding teaching.	A / I / O
5.	Experience of teaching pupils for whom English is an additional language.	A / I
6.	Willingness to be involved in extracurricular activities.	A / I
7.	Significant Phonics teaching experience in an introductory environment, including knowledge of the Read, Write Inc phonics scheme.	A / I

Completed by	Date
Joanne Whiteley	April 2024

#### Method of assessment (\* M.O.A.)

A = Application form, C = Certificate, E = Exercise, I = Interview, P = Presentation, T = Test, AC = Assessment centre O = Observation