



## **PERSON SPECIFICATION**

**POST: EYFS Class teacher, fixed term contract (1<sup>st</sup> September 2026 – 31<sup>st</sup> August 2027)**

### **Note to Applicants:**

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the School will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.



	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• A record of successful curriculum innovation</li> <li>• A record of successful professional development</li> <li>• Experience of teaching in EYFS and KS1</li> <li>• An excellent primary classroom practitioner who has high expectations and is committed to raising standards and rates of progress.</li> </ul>	Application Form, Interview and Checking of certificates	<ul style="list-style-type: none"> <li>• Experience in more than one key stage</li> </ul>	Application Form, Interview

	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to work on own initiative, prioritising and managing time effectively.</li> <li>• Knowledge of Talk 4 Writing Strategies</li> <li>• Knowledge and experience of using ReadWriteInc phonics</li> <li>• High standard of written and spoken English</li> <li>• Knowledge of current educational issues.</li> <li>• Knowledge of the Early Years Foundation Stage Curriculum and Development Matters and KS1 National Curriculum</li> <li>• Knowledge of school policy to support individual needs</li> <li>• Able to use assessment to inform planning and target setting to meet the needs of individual pupils and groups</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• The use of Tapestry to record observations</li> </ul>	Application Form / Interview



	<ul style="list-style-type: none"> <li>• Ability to establish and sustain good relationships with parents, pupils, governors, staff and the wider school community.</li> <li>• Be committed to the development of self through appropriate CPD</li> <li>• Planning that takes account of individual needs and independent learning</li> </ul>			
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	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Experience and ability to manage and motivate pupils.</li> <li>• Knowledge of assessment recording and reporting procedures.</li> <li>• Use a range of teaching and learning strategies and styles to ensure effective learning</li> <li>• Present appropriately demanding subject content to maintain pupil interest</li> <li>• Develop and maintain resources appropriate to Learning Objectives</li> <li>• Experience of and successful use of assessment data analysis to raise standards</li> <li>• Analyse and evaluate children's learning to inform the next phase of teaching and learning</li> <li>• Create and maintain orderly and safe learning environment which promotes independent learning</li> <li>• Plan and deliver learning which encourages children's curiosity and love of learning</li> </ul>	Application Form and Interview		Application Form and Interview



	<ul style="list-style-type: none"> <li>• Maintain good practice and implement appropriate developments</li> <li>• Set pupil targets, assess progress and maintain records</li> <li>• Experience of using a range of effective strategies in order to support and develop children who have English as an additional language</li> </ul>			
<b>Pastoral care and partnership</b>	<ul style="list-style-type: none"> <li>• Ability to relate to staff and to identify problems or difficulties in own classroom management.</li> <li>• Build positive relationships with children</li> <li>• Encourage parental involvement</li> <li>• Maintain established links with local community and external agencies</li> <li>• Ensure school behaviour and relationships policy is implemented consistently and fairly</li> <li>• Secure understanding of safeguarding</li> <li>• Experience of following school safeguarding procedures</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• Willingness to contribute to the wider ethos of the school</li> <li>• Knowledge of attachment and trauma informed approaches.</li> </ul>	Application Form and Interview
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Enthusiasm, integrity, compassion, courage and humour.</li> <li>• High standard of interpersonal communicative skills</li> <li>• Self motivation and organisational ability.</li> <li>• Rigorous and thorough</li> <li>• High expectations</li> <li>• Ability to work as part of a team</li> <li>• High professional standards</li> <li>• Ambition</li> <li>• Committed</li> </ul>	Application Form and Interview		Application Form and Interview



	<ul style="list-style-type: none"><li>• Reliable</li></ul>			
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