



West Denton Primary School (WDPS) Person Specification for Reception Class Teacher

Part A: Application Stage

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

Essential

1	Qualified Teacher Status (QTS), Degree.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching in Early Years.
4	A good knowledge and understanding of all curriculum areas and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and assessment. Excellent classroom and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development, training and experience of curriculum innovation. Must be judged as at least good consistently in lesson observations and have potential to develop towards outstanding practice overtime.
8	Understanding of safeguarding practices.

Desirable

9	Experience of teaching in Key Stage 1.
10	Willingness to contribute to school events and activities.
11	Other interests / expertise that would benefit learners and the school.
12	Knowledge of examination / testing requirements.
13	Experience of subject leadership (Please state preferred subject area).

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 learners' progress.
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2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum. (If NQT a willingness to shadow someone).
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.
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	A willingness and / or ability to teach outside of the Foundation Stage.
13	Willing and able to contribute to extra-curricular activities.
14	Willing and able to contribute to whole school development initiatives / school improvement planning /self-evaluation.

The following methods of assessment will be used: Interview and lesson observation

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 (QTS) 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.

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