



Early Years Teacher (Maternity Cover)

PERSON SPECIFICATION

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

[A] Faith Commitment

	Essential	Desirable	Source
<ul style="list-style-type: none"> Practising Catholic or willing to support and promote the Catholic Ethos of the school 	E		A/I/R

[B] Qualification Requirements

	Essential	Desirable	Source
<ul style="list-style-type: none"> Qualified Primary Teacher status (EY expertise) 	E		A/I
<ul style="list-style-type: none"> CCRS (Catholic Teaching Certificate) 		D	A/R

[C] Professional Development

	Essential	Desirable	Source
Recent relevant CPD	E		A/I
Has successfully undertaken appropriate Child Protection training.		D	A/I

[D] Classroom/ Leadership experience

	Essential	Desirable	Source
Proven track record of outstanding classroom teaching in Early Years	E		A/R/O
Involvement in the implementation of whole school initiatives		D	A/I
Experience of effective involvement of parents in their children's education		D	A/I
Successful implementation of quality assessment techniques to inform teaching and learning, including moderation		D	A/I

To have taken an active involvement in school self-evaluation and development planning		D	A/I
Whole School leadership of a foundation Subject		D	A/I

[E] Experience and knowledge of teaching

	Essential	Desirable	Source
Successful teaching experience in Early Years	E		
Successful experience working with children from a range of backgrounds and ethnic groups and with a variety of learning needs including special educational needs and gifted and talented.	E		A/I
To be able to effectively use data, assessment and target setting to raise standards/address weaknesses	E		A/I
To be able to exemplify how the needs of all pupils have been met through high quality teaching.	E		A/I
To know how to support children with EAL and SEND	E		

[F] Professional Knowledge, Skills and Attributes

	Essential	Desirable	Source
Demonstrate an understanding of the needs of all pupils and how these could be met.	E		A/I
Ability to work as part of a Team	E		A/I
To have a secure working knowledge of the Early Years curriculum and their assessment, recording and reporting	E		A/I
Ability to secure high standards of pupil achievement and behavior.	E		A/I
To be a confident user of ICT and assessment packages Early Years		D	A/I
Ability to inspire, lead and motivate the children and support staff in the pursuit of excellence	E		A/I/O/R
A thorough grasp of current educational issues, including the updated OFSTED framework		D	A/I
Show a good commitment to sustained attendance at work	E		A/I/R

[G] Personal Qualities

	Essential	Desirable	Source
Excellent interpersonal and communication skills at all levels	E		A/I/O/R
The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors	E		A/I
Excellent organisational and time management skills and an ability to prioritise effectively	E		A/I/O/R
An outstanding passion and drive for raising standards of teaching and learning	E		A/I/O
Positive, passionate, enthusiastic and resilient, thrives on challenge.	E		A/I/O
Demonstrate personal enthusiasm and commitment to teaching aimed at making a positive difference to children and young people	E		A/I

Ability to maintain confidentiality	E		A
Commitment to equal opportunities	E		A/I
Commitment to personal and professional development	E		A/I/R
Commitment to whole school improvement	E		A/ I
To understand the additional monitoring requirements in an RI School		D	I

[H] Other Circumstances

An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E		I
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[I] Confidential References and Reports

Up to three referees should be nominated.

Only written references and reports should be provided and these should include a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. They should also provide:

A positive and supportive faith reference from a priest where the applicant regularly worships (or an additional professional reference)	E
Positive recommendation from all referees, including current Headteacher.	E

[J] Application Form and Supporting Statement

*The appropriate application form should be **fully completed** and legible. The supporting statement should be clear, concise and related to the specific post, in black ink, 1300 words and no more than two sides of A4*