**Part A: Application Stage**

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

# Essential

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| --- | --- |
| 1 | A DfE recognised and relevant teaching qualification. |
| 2 | Able to design and teach effective lessons and learning activities across the relevant curriculum (including EYFS), age and ability ranges including personalising learning to meet individual needs. |
| 3 | Experience of teaching and up to date teaching practices. |
| 4 | A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies. |
| 5 | Good communication skills – both oral and written. |
| 6 | A good team player, and someone who is flexible and adaptable. |
| 7 | Evidence of relevant and on-going professional development and training, *(not applicable for an ECT.)* |
| 8 | Experience with behaviour management in a busy classroom and working 1-to-1 with pupils. |
| 9 | Appropriate behaviour and attitude toward safeguarding and promoting the welfare of children and young people including:   * Motivation and commitment to work with children * Ability to form and maintain appropriate relationships and personal boundaries with children * Emotional resilience in working with challenging behaviours * Attitude to use of authority and maintaining discipline |

# Desirable

|  |  |
| --- | --- |
| 10 | A BA/BSc Degree. |
| 11 | Other interests / expertise that would benefit learners and the school. |
| 12 | Knowledge of examination / testing requirements. |
| 13 | An interest in speech, language and communication development. Knowledge of Talk for Writing and Little Wandle as curriculum resources. |
| 14 | Ability to lead a subject within school. |
| 15 | Willingness to take part in extra-curricular activities. |
| 16 | Experience of teaching in different year groups, including Early Years, Key Stage 1, and/or Key Stage 2. |

# 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. |
| 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. |
| 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. |

# Desirable

|  |  |
| --- | --- |
| 11 | A willingness and / or ability to teach across the full primary age range. |
| 12 | Willing and able to contribute to extra-curricular activities. |
| 13 | Willing and able to contribute to whole school development initiatives / school improvement planning / self-evaluation. |

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Interview | Yes | Presentation | No |
| Lesson Observation | Yes | Observed interaction with pupils | Yes |
| Other (specify) | No | Written task, either paper or computer-based | Yes |

# 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. |
| 2 | Additional criminal record checks if applicant has lived outside the UK. |
| 3 | Children’s Barred List Check. |
| 4 | DfE Prohibition Check. |
| 5 | Confirmation of Qualified Teacher Status and proof of qualifications. |
| 6 | A minimum of two references from current and previous employers (or education establishment if applicant not in employment). |
| 7 | Right to Work check and any other statutory check required by an educational establishment. |
| 8 | Medical clearance-as required under the Education (Health Standards) (England) Regulation 2003. |

*Wyndham Primary is committed to a safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.*