



## St Richard's RC Primary School Job Description



### Reception Lead Teacher (MPS or UPS +TLR 2a) PERSON SPECIFICATION

(Candidates who cannot demonstrate that they meet all the essential criteria will not be short-listed.  
Please refer to the 'method of assessment' column below)

Criteria Area:	Essential Criteria	Desirable Criteria:	Method of Assessment:
Qualifications and training	Degree and Qualified Teacher Status	Specialism in EYFS	Application form and document/certificate check at interview
	Evidence of continuous INSET and commitment to further professional development	Certificate of Catholic Religious Studies or commitment to complete	Application form
Experience	At least three years' class teaching experience in the EYFS in a primary school	Additional experience in Years 1 or 2	Application form and references
	Experience of successfully leading others		Application form and references
	Experience of working with a wide range of children's workforce professionals	Experience of working with speakers of English as an Additional Language	Application form
	Experience of working directly with parents/carers		Application form and Interview
Knowledge and understanding	To know and understand how young children learn best, including through play		Application form and Interview
	To know and understand the role of parents/carers in improving attainment		Interview
	To know and understand how to keep pupils safe, including all relevant safeguarding and child protection procedures		Application form and Interview
Aptitudes and abilities	To know and understand the Statutory Framework for the Early Years Foundation Stage		Application form and Interview
	Ability to articulate and positively support the Catholic ethos of the school		Application form and Interview
	Ability to articulate a vision for outstanding practice in an EYFS setting		Application form and Interview
	Ability to create and maintain a safe, happy, stimulating and well-organised classroom and phase		Observation of teaching
	Ability to interpret and analyse EYFS progress and attainment data to identify learning needs and set targets		Interview
	Ability to identify and articulate high quality EYFS practice and to model this for others		Observation of teaching and Interview
	Ability to undertake high quality observations of young children's learning and development		Observation of teaching and Interview
	Ability to plan and deliver lessons to meet the needs of all learners across all areas of their development		Observation of teaching
	Ability to maintain high standards of behaviour and excellent discipline using positive strategies		Observation of teaching
	Ability to lead other adults as well as work collaboratively as part of a team		Application form, and observation of teaching
	Ability to train, support and challenge others when necessary		Application form and Interview
	Ability to communicate effectively both orally and in writing		Application form and Interview and observation of teaching
	Ability to demonstrate and utilise excellent ICT skills		Interview (task)
	Personal Qualities and skills	Passionate about education and particularly determined to improve outcomes for all children	
Calm, friendly and approachable			Interview and observation of teaching
Hardworking, upbeat and energetic			Interview and observation of teaching
Flexible and responsive to change			References
Self-motivated and able to work efficiently and effectively with minimum supervision			References
Excellent organisational skills			References
Willingness to give and receive positive criticism			References