

**Person Specification**

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| ***E – Essential D - Desirable*** | **How it will be assessed?** |
| **Application*** Well-structured supporting letter
* Fully supported in reference
 |  | Supporting letterApplication formReferencesInterview |
| **Qualifications and Experience**1.1 Qualified to degree level including Qualified Teacher Status1.2 Early Years specialist training1.3 To have teaching experience and understanding of transition from YR to Y1 with children under five  | EDE | Application formReferencesInterview |
| **Professional Knowledge and Experience**2.1 Excellent Early Years Practitioner with a thorough understanding of the Early  Years Foundation Stage (including the revised framework) and a commitment to  the highest standards of teaching and learning2.2 A clear understanding of how young children learn and the ability to plan for  effective and high quality teaching and learning in the Early Years Unit2.3 An understanding of the principles and practices of observations,  assessment and planning and how these can be used effectively to maximise  pupil progress for all groups of children2.4 To have experiences of working with children with SEND  2.5 Experience and understanding of the key person role2.6 The ability to meet all children’s needs to ensure every child makes good  progress including those with English as an additional language and children  with additional or complex needs or disabilities2.7 To be able to manage behaviour effectively using a range of strategies. Experience of planning and organising an enabling learning environment inside  and outside2.8 A positive approach to the outdoors and the ability to use the outdoor  environment to support children across all areas of learning2.9 The ability to contribute to the development of an area of learning2.10 To lead by example through consistently high quality practice in all areas2.11 The ability to maintain professional and positive relationships with children,  staff, parents and external agencies2.12 Read Write Inc. Trained  | EEEEEEEEDEED | Application formReferencesInterview |
| **Professional skills**3.1 To demonstrate the skills of a good teacher, including the ability to:* Use first hand experiences to interest and encourage and engage pupils
* Have very good behaviour management skills
* Provide appropriate levels of challenge so that all pupils make good progress
* Use assessment information effectively to plan next steps for children.

3.2 To work collaboratively and supportively with colleagues within EYFS,  school, feeder schools and outside agencies3.3 The ability to respond to challenges with optimism3.4 To be committed to continual personal and professional development. To be  reflective and learn from past experiences3.5 To be committed to equality, diversity and the inclusion of all3.6 To be able to communicate clearly both orally and in writing | EEEEEEE | Application formReferencesInterview |
| **Personal Characteristics**4.1 Have an excellent attendance record and be reliable with a high degree of integrity4.2 Approachable with excellent interpersonal skills when dealing with others on  all levels4.3 Well-organised, enthusiastic, energetic and flexible4.4 Resilient and demonstrates the ability to work under pressure. Manages time  effectively4.5 Values and respects the views of children4.6 Self-motivated and able to take initiative and responsibility4.7 A willingness to learn with and from colleagues4.8 Proactive in maintaining own professional development and can seek help from  others when needed4.9 A commitment to take part in all aspects of the life of the School, including meetings, training, special events and other activities as required4.10 Adheres to the School’s code of conduct | EEEEEEEDEE | Application formReferencesInterview |

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