

**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 letter  Application form  References  Interview |
| **Qualifications and Experience**  1.1 Qualified to degree level including Qualified Teacher Status  1.2 Early Years specialist training  1.3 To have teaching experience and understanding of transition from YR to Y1 with children under five | E  D  E | Application form  References  Interview |
| **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 learning  2.2 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 Unit  2.3 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 children  2.4 To have experiences of working with children with SEND    2.5 Experience and understanding of the key person role  2.6 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 disabilities  2.7 To be able to manage behaviour effectively using a range of strategies.  Experience of planning and organising an enabling learning environment inside  and outside  2.8 A positive approach to the outdoors and the ability to use the outdoor  environment to support children across all areas of learning  2.9 The ability to contribute to the development of an area of learning  2.10 To lead by example through consistently high quality practice in all areas  2.11 The ability to maintain professional and positive relationships with children,  staff, parents and external agencies  2.12 Read Write Inc. Trained | E  E  E  E  E  E  E  E  D  E  E  D | Application form  References  Interview |
| **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 agencies  3.3 The ability to respond to challenges with optimism  3.4 To be committed to continual personal and professional development. To be  reflective and learn from past experiences  3.5 To be committed to equality, diversity and the inclusion of all  3.6 To be able to communicate clearly both orally and in writing | E  E  E  E  E  E  E | Application form  References  Interview |
| **Personal Characteristics**  4.1 Have an excellent attendance record and be reliable with a high degree of integrity  4.2 Approachable with excellent interpersonal skills when dealing with others on  all levels  4.3 Well-organised, enthusiastic, energetic and flexible  4.4 Resilient and demonstrates the ability to work under pressure. Manages time  effectively  4.5 Values and respects the views of children  4.6 Self-motivated and able to take initiative and responsibility  4.7 A willingness to learn with and from colleagues  4.8 Proactive in maintaining own professional development and can seek help from  others when needed  4.9 A commitment to take part in all aspects of the life of the School,  including meetings, training, special events and other activities as required  4.10 Adheres to the School’s code of conduct | E  E  E  E  E  E  E  D  E  E | Application form  References  Interview |

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