**Person Specification for the Post of:**

**Teacher - TLR2a Phase Leader (EYFS)**

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| **Minimum Essential Requirements** | **Method of Assessment** |
| **Skills/Knowledge** |  |
| Evidence of the personal and intellectual ability to support a clear vision for the academy’s future development | Supporting Statement  Interview Activities |
| Broad and successful teaching experience in primary education including early years. | Supporting Statement |
| Experience of some leadership responsibility within school. | Supporting Statement |
| Evidence of the ability to lead a team; inspire, motivate and support pupils and staff | Supporting Statement  Interview Activities |
| Ability to contribute effectively to systems of School Self Evaluation | Interview Activities |
| Ability to use performance data to bring about improvements in achievement | Interview Activities |
| Ability to manage behaviour of a variety of learners | Interview Activities |
| Ability to create a challenging and exciting learning environment, where work is planned to a high standard and regular assessment plays an integral part in moving children’s learning forward, so that sustained progress over time is evident, particularly in children’s books and observations. | Interview Activities |
| Working knowledge and understanding of the Early Years Curriculum, Development Matters and key curriculum developments | Application Form |

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| **Experience/Qualifications** |  |
| QTS | Application Form |
| Evidence of sustained participation in own professional development | Application Form |
| Evidence of commitment of delivering inclusive practise | Supporting Statement  Interview Activities |
| Ability to plan strategically to prioritise the areas to support school improvement | Interview Activities |
| Recent and relevant training or experience particularly with respect to EYFS | Application Form |
| **Work Related Circumstances** |  |
| Evidence of commitment to the professional development of all staff. Leading, developing and enhancing the teaching practice of others. | Interview Activities |
| Good interpersonal and communication skills. Flexible and approachable, a capacity to work intensively as required and able to deal sensitively with people | Interview Activities |
| Evidence of impact on the educational progress of pupils beyond those directly assigned | Interview activities |
| **Personal Attributes** |  |
| Dependability, reliability, commitment and positive enthusiasm | Application Form  Interview Activities |
| Innovative and creative | Application Form  Interview Activities |
| Flexibility – adapts to changing circumstances and new ideas | Application Form  Interview Activities |
| A sense of humour | Application Form  Interview Activities |
| A can do attitude | Application Form  Interview Activities |
| A team player | Application Form  Interview Activities |

Author: C Shield

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