

**Early Years Teacher: Personal Specification**

| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **METHODS OF ASSESSMENT** |
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| Application | * Fully supported in two references
* Well-structured supporting letter (no more than 1000 words)
* Good standard of written and spoken English.
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| Qualifications | * Qualified Teacher Status
 | * Additional relevant qualifications
 | * Certificate
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| Experience | * Demonstrate excellent classroom practice
* Experience of planning and delivering a creative curriculum using a wide range of teaching styles.
* Experience in the use of ICT in teaching
* Successful experience of managing an exciting and stimulating classroom environment to support pupil learning and positive behaviour
* Ability to demonstrate high standards of classroom practice
* Demonstrate high expectations for all pupils and of raising pupil achievement and pupil progress.
* Experience of teaching in the Early Years Foundation Stage
 | * Experience of teaching in Key Stage 1
 | * Application Form
* References
* Classroom observation
* Interview
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| Professional Development | * Evidence of continuous professional development and commitment to further professional development.
 | * Child Protection Training
 | * Application Form
* References
* Interview
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| Skills and Abilities | * Effective communication skills.
* Effective interpersonal skills
* Effective organisational and time management skills
* Effective behaviour management skills
* Ability to inspire motivate and support pupils to achieve their best
* Ability to be flexible and adapt to change
* Ability to evaluate own teaching and measure the impact on pupil progress
* Ability to readily establish professional relationships and work as part of a team.
* Ability to work co-operatively with multi-disciplinary professionals, governors and other agencies.
 | * Knowledge of managing differentiation in order to accelerate learning.
* Willingness to lead a subject area.
 | * Application Form
* References
* Classroom observation
* Interview
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| Personal Attributes | * Resilience with the ability to work under pressure
* Ability to work flexibly and respond positively to change
* Caring attitude to children, parents and colleagues
* A willingness to learn from colleagues
* Proactive problem solver
* Willingness to commit to the wider school life, e.g. an after school club
* Sensitivity whilst working with others
 |  | * Application Form
* References
* Interview
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