[](http://www.lumley-infants.durham.sch.uk/lumley-infant)

**Early Years Teacher: Personal Specification**

| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **METHODS OF ASSESSMENT** |
| --- | --- | --- | --- |
| Application | * Fully supported in two references * Well-structured supporting letter (no more than 1000 words) * Good standard of written and spoken English. |  |  |
| Qualifications | * Qualified Teacher Status | * Additional relevant qualifications | * Certificate |
| 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 |
| Professional Development | * Evidence of continuous professional development and commitment to further professional development. | * Child Protection Training | * Application Form * References * Interview |
| 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 |
| 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 |