**ASCENT ACADEMIES TRUST – Ash Trees Academy**

**PERSON SPECIFICATION – Teacher EYFS Lead**

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| **ESSENTIAL** | | | | **DESIRABLE** | | |
|  | **Criteria No.** | ATTRIBUTE | **Stage Identified** | **Criteria**  **No.** | ATTRIBUTE | **Stage Identified** |
| **Qualifications & Education** | E1 | Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS) or NQT when taking up post | Application Certificate | D1 | Further qualification post-graduate in special education | Application Certificate |
| **Experience & Knowledge** | E2 | Experience of teaching in special education setting with pupils who have a range of SEND | Application  Reference  Interview | D2 | Trained in ASC | Application  Certificate |
|  | E3 | Sound understanding of strategies and approaches to teaching pupils with SEND | Application  Reference | D3 | Trained in use of PECS | Application  Certificate |
|  | E4 | Have strong, up-to-date subject specific knowledge as relevant for the post and the ability to use ICT to enhance learning. | Application  Reference  Interview | D4 | Trained in use of SCERTS | Application  Certificate |
|  | E5 | Record of teaching that meets appropriate career based expectations | Application  Interview | D5 | Trained in BSL | Application  Certificate |
|  | E6 | Experience of working effectively with a range of professionals | Application  Interview | D6 | Trained in TEACHH | Application  Certificate |
|  | E7 | Experience of supporting students with SEND as a pastoral tutor | Application  Interview | D7 | Trained in Behaviour Management | Application  Certificate |
|  | E8 | Knowledge of early language and early development skills | Application  Interview | D8 | Experience of delivering accredited outcomes | Application  Interview |
|  | E9 | Knowledge of reception baseline and associated LA moderation process | Application  Interview |  |  |  |

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| **Skills** | E10 | A current understanding of National Curriculum 2014, assessment and data to understand pupil progress and effective intervention strategies including | Application  Reference  Interview |  |  |  |
|  | E11 | Understanding of EYFS curriculum framework and EYFS pedagogy | Application  Reference  Interview |  |  |  |
|  | E12 | Strong communication skills and the ability to influence and motivate others | Application  Interview |  |  |  |
|  | E13 | Be able to manage time and workload efficiently, prioritising well | Application  Reference  Interview |  |  |  |
|  | E14 | Have sound organisational skills, and be able to problem solve and work on your own initiative. | Application  Reference  Interview |  |  |  |
|  | E15 | Be keen to develop your own practice, be innovative and flexible, and share your excellent practice with others. | Application  Reference  Interview |  |  |  |
| **Personal**  **Attributes** | E16 | A commitment to further training and self-improvement | Application  Interview |  |  |  |
|  | E17 | Ability to work flexibly to meet the demands of the post | Application  Interview | D9 | A willingness and ability to work across the Trust as required | Application  Interview |
|  | E18 | Suitable to work with young people/vulnerable adults | Application  Disclosure |  |  |  |