

Person Specification
Class Teacher

Salary- Main pay scale, Fringe 1-6- £34,398- £46,839 FTE, pro rata for 3 days a week.

Contract Type- 3 Days (0.6 FTE), Permanent. starting September 2026

		How it will be assessed	
<u>Qualifications and Experience</u>		Application form References Interview	
1.1	Qualified to degree level including Qualified Teacher Status/Early Years Teacher Status.		<u>E</u>
1.2	Early Years specialist training		<u>D</u>
1.3	To have teaching experience and understanding of Nursery aged children, including 2 year olds.		<u>D</u>
<u>Professional Knowledge and Experience</u>		Application form References Interview	
2.1.	Excellent Teacher with a thorough understanding of the Early Years Foundation Stage and a commitment to the highest standards of teaching and learning		<u>E</u>
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.		<u>E</u>
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		<u>E</u>
2.4.	To have experiences of working with children with SEND		<u>E</u>
2.5.	Experience and understanding of the key person role		<u>E</u>
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 needs or disabilities		<u>E</u>
2.7.	To be able to manage behaviour effectively using a range of strategies.		<u>E</u>
2.8.	Experience of planning and organising an enabling learning environment inside and outside		<u>E</u>
2.9.	A positive approach to the outdoors and the ability to use the outdoor environment to support children across all areas of learning		<u>D</u>
2.10.	The ability to contribute to the development of an area of learning		<u>D</u>
2.11.	To lead by example through consistently high-quality practice in all areas		<u>E</u>
2.12.	The ability to maintain professional and positive relationships with children, staff, parents and external agencies	<u>E</u>	
<u>Professional skills</u>			
3.1.	To demonstrate the skills of an excellent teacher, including the ability to: <ul style="list-style-type: none"> • Use first hand experiences to interest, encourage and engage pupils • Have very good behaviour management skills • Provide appropriate levels of challenge so that all pupils make good progress 		<u>E</u>

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<ul style="list-style-type: none"> • Use assessment information effectively to plan next steps for children. 3.2. To work collaboratively and supportively with colleagues within The Nursery 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 	<p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p>	
<p><u>Personal Characteristics</u></p> <ul style="list-style-type: none"> 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 	<p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p>	<p>Application form References Interview</p>
<p><u>Safeguarding</u></p> <ul style="list-style-type: none"> 5.1 Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies 5.2 Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary 5.3 Promote the safeguarding of all pupils in the school 	<p><u>E</u></p> <p><u>E</u></p> <p><u>E</u></p>	<p>Application form References Interview</p>