



Person Specification Early Years Class Teacher

A – Application Form

I – Interview

1. Qualifications, Training and Experience	Essential	Desirable
Qualified Teacher Status (A)	✓	
Degree or equivalent (A)	✓	
Evidence of continuous INSET and commitment to further professional development (A&I)		✓
Experience of teaching at Early Years Foundation Stage and/or Key Stage 1 (A&I)	✓	
Knowledge of the National Curriculum, in particular the Foundation Stage Curriculum (A&I)	✓	
Experience of teaching across the whole Primary school age range (A&I)		✓
Experience of working in partnership with parents (I)	✓	
2. Professional Knowledge and Understanding	Essential	Desirable
Demonstrate a knowledge of the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health & Safety and inclusion (I)	✓	
Establish a knowledge of the statutory National Curriculum requirements at Key Stage 1 and/or Early Years Foundation Stage Framework (A&I)	✓	
Effective teaching and learning strategies in a primary school (A&I)	✓	
Excellent understanding of how children learn and ability to actively promote and support creativity and independence in learning (I)	✓	
Evidence of planning and implementing an effective teaching programme, including the monitoring, assessment, recording and reporting of pupils' progress (I)	✓	
Clear understanding of assessment practice and use of data to inform and improve learning and teaching (I)	✓	



Understanding and implementation of behaviour management strategies (I)	✓	
Ability to motivate pupils of differing abilities (I)	✓	
An understanding of the positive links necessary within school and links between schools (especially partner schools) as well as with all its stakeholders (A&I)	✓	
Clear knowledge of the preparation and administration of statutory National Curriculum tests (I)		✓
Ability to record and report observations in an appropriate manner (both verbally and written) (I)	✓	
Able to maintain complete confidentiality within professional responsibilities (I)	✓	
Be committed to the ethos of the school (I)	✓	
Awareness of and commitment to equality (I)	✓	
Basic understanding of Health & Safety (I)	✓	
Understand and implement child protection procedures (I)	✓	
Understand procedures and legislation relating to confidentiality (I)	✓	
How to further develop personal professional skills and knowledge. (I)	✓	
Be prepared to develop and learn in the role (I)	✓	
3. Skills	Essential	Desirable
Ability to promote the school's aims positively, and use effective strategies to monitor motivation and morale (I)	✓	
Develop good personal relationships within a team (teaching and non-teaching staff) and with pupils, parents, other professionals and the wider community (I)	✓	
Establish and develop close relationships with parents, SLT, Trust Directors and the community (I)	✓	
Ability to manage change effectively to support school improvement (I)	✓	
Ability to develop knowledge and skills leading to future professional development (I)		✓



Ability to communicate effectively (both written and verbally) to a variety of audiences (I)	✓	
Create a happy, challenging and effective learning environment (I)	✓	
Know how to use ICT effectively as an integral part of teaching and learning (I)	✓	
Select and employ a wide range of resources with regard to safety issues (I)	✓	
4. Personal Skills and Qualities	Essential	Desirable
Personal characteristics: Confidence, resilience, approachable, committed, empathetic, enthusiastic, organised, patient, resourceful, warmth, humour and interpersonal skills (A&I)	✓	
Excellent communication skills both written and verbally (A&I)	✓	
Good organisational skills (A&I)	✓	
Ability to remain calm under pressure (A&I)	✓	
Ability to manage, delegate and support the work of volunteers and other teaching assistants in the classroom (I)	✓	
Ability to manage own time effectively (I)	✓	
Show a passion for learning and inspire children's learning (I)	✓	
Demonstrate creativity and an ability to resolve routine problems independently (I)	✓	