Person Specification

JOB TITLE:	Early Maths Lead (EML)
DATE:	September 2026
STATUS:	Final

Criteria	**Essential/ Desirable**	**Application**	**Tasks**	**Interview**	**Vetting Checks**
Knowledge and qualifications					
1. Level 6 qualification.	E	✓		✓	✓
2. Extensive knowledge of the key areas of early mathematics learning and able to communicate these clearly and confidently to educators and settings, while modelling a positive attitude to early maths	E	✓		✓	
3. Has completed some professional development in early childhood maths, such as: o the Early Years Professional Development Programme (EYPDP) maths module. o the Early Years Child Development Training (EYCDT) maths module. o the National Day Nursery Association's (NDNA) Maths Champions programme.	E	✓		✓	
Experience					
4. Experience of working with children aged between 0 to 4 years old in an early childhood education context.	E	✓		✓	
5. Experience working in, or with, a range of different childcare provider types (i.e. PVIs, childminders, school-based settings).	E	✓		✓	

6. Experience of leading professional development in early maths.	E	✓		✓	
7. Experience of mentoring others or using a coaching model of support, demonstrating the ability to build and nurture professional relationships.	E	✓		✓	
8. Experience of developing and implementing a delivery plan which addresses the specific needs of early years settings and staff with input from key stakeholders including local authorities across multiple areas.	E	✓	✓	✓	
9. Experience of working collaboratively with multi-agency teams and/or local authority services.	E	✓		✓	
Skills and competencies					
10. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	
11. Understands the importance of evidence-informed practice and able to identify evidence-informed approaches, training and resources.	E	✓	✓	✓	
12. Able to work well with a team of other staff, communicating accurately both verbally and written.	E	✓		✓	
13. Enthusiastic to learn more about early maths practice and to engage in further reading and research	E	✓		✓	
14. Demonstrates a commitment to inclusive practice and reducing inequalities in early outcomes.	E	✓		✓	
15. Understands the safeguarding requirements within the Early Years Foundation Stage (EYFS) statutory framework.	E	✓		✓	
16. Excellent communication and interpersonal skills, with the ability to build trust and credibility beyond their setting.	E	✓	✓	✓	
17. Able to deliver the key programme content with rigour whilst being responsive and sensitive to educators' needs and prior experiences.	E	✓		✓	
18. Aspirational to support the improvement/facilitate the development of the quality of early maths practice.	E	✓		✓	
19. Open to reflecting on their practice as an Early Years Learning Lead.					

20. Ability to provide bespoke support to early years settings, tailoring approach to meet the unique needs of each context	E	✓		✓	
21. A self-starter, able to work independently, make strategic decisions, proactively generate work, and collaborate effectively as part of a team.	E	✓		✓	
Other					
22. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
23. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
24. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	