



**St George's CofE School Personal Specification – Early Years Practitioner**

Criteria	Essential	Desirable
1. Qualifications	<ul style="list-style-type: none"> <li>• Early Years Degree/ Early Years Teacher qualification (with or without QTS)/other relevant level six qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Further professional qualifications relevant to EYFS age group</li> <li>• Current Paediatric First Aid</li> </ul>
2. Experience	<ul style="list-style-type: none"> <li>• Make a contribution to the design and provision of an engaging curriculum through your knowledge and understanding of the new Early Years Framework</li> <li>• Knowledge of the characteristics of effective learning in children aged 2 - 5</li> <li>• An understanding of, and proven expertise, in Early Years</li> <li>• Evidence of continuing professional development</li> <li>• Experience of developing and creating a rich and stimulating indoor and outdoor learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of the whole primary age range</li> <li>• Experience of more than one school or setting</li> </ul>
3. Skills	<ul style="list-style-type: none"> <li>• Clear vision of teaching and learning within EYFS setting</li> <li>• Commitment to implementing school policies</li> <li>• Strong subject knowledge and delivery of phonics and early reading strategies</li> <li>• Ability to demonstrate consistently outstanding classroom behaviour management</li> <li>• Aptitude to facilitate successful learning for all pupils</li> <li>• Ability to analyse and draw conclusions from assessment and use the knowledge to plan and teach well-structured lessons which fulfil all children's needs</li> <li>• Be accountable for attainment, progress and outcomes</li> <li>• The ability to form and maintain good relationships with colleagues and to work successfully as a member of a team</li> <li>• The ability to communicate effectively with parents/carers, engaging them in their child's learning</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of new Early Years Framework</li> <li>• Experience of teaching early reading/ phonics</li> <li>• Forest school/ outdoor learning experience</li> </ul>

Criteria	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Time and task management skills, including the ability to meet agreed deadlines</li> <li>• Work with outside agencies to ensure the needs of all pupils are fully met</li> <li>• To ensure that children who are at risk of delayed development are swiftly identified and work with the SENCo to deliver provision in line with the Special Educational Needs and Disability Code of Conduct 2015</li> <li>• Knowledge of systems and procedures to safeguard pupils</li> <li>• Make a positive contribution to the wider life and ethos of the school</li> <li>• To lead and manage Early Years Practitioners in the team</li> <li>• To lead and manage the daily operation of the nursery setting including during the school holidays</li> </ul>	
4. Attributes	<ul style="list-style-type: none"> <li>• A commitment to make a difference and significantly contribute to the continuous improvement of the school, through hard work, creativity and strong delivery</li> <li>• A commitment towards the development of links with parents, governors and the local community</li> <li>• A creative thinking approach to learning and teaching</li> <li>• Methodical and calm working manner</li> <li>• A 'can do' attitude</li> <li>• A passion for learning for all children</li> <li>• Set high professional standards and personal integrity</li> <li>• Commitment to high quality education</li> <li>• Commitment to the ethos of the school and its vision of the school and to demonstrate a positive attitude to new initiatives</li> <li>• A commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Personal attributes which can add to the wider life of the school</li> </ul>