



**The Black  
Pear Trust**

**The Orchards School Personal Specification – Early Years Practitioner**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
1. Qualifications	<ul style="list-style-type: none"> <li>• Early Years Degree</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 Early Years Curriculum</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>• Knowledge of systems and procedures to safeguard pupils</li> <li>• Make a positive contribution to the wider life and ethos of the school</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>