

St Michael's Catholic Primary School

Person Specification – Early Years Teacher

Attributes	Essential	Desirable
Qualifications and Professional Development		
Education	Relevant degree Qualified Teacher Status	Further Professional Qualifications Catholic Teacher's Certificate or equivalent Early Years Specialist Training
Professional Development	Evidence of further professional development related to the post	Evidence of planned career progression
Professional Knowledge and Understanding		
Curriculum	Understanding of safeguarding practice and procedure Evidence of successfully leading a subject. Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage and a commitment to the highest standards of care, teaching and learning. Experience of planning and organising an enabling learning environment inside and outside.	Knowledge of how to use the Outdoors to maximise learning and especially how Forest School can support children's progress. Experience of multi-agency partnership. Experience of intervention strategies. Willingness in leading a subject area.
Learning and Teaching	A clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning in EYFS. To demonstrate the skills of excellent teaching, including the ability to: <ul style="list-style-type: none"> • Use first hand experiences to interest and engage pupils • Provide appropriate levels of challenge for all pupils • Development of how foundation skills are embedded into daily practice • Use of high-quality interactions to promote communication and language skills 	Understanding of personalised learning.

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	<ul style="list-style-type: none"> • Use assessment information effectively to plan next steps for children • Implementation of updated statutory EYFS frameworks in practice <p>Able to be creative in delivering lessons and engaging all pupils' interest. Clear understanding of how to develop depth and breadth within lessons. Able to manage behaviour effectively using a range of strategies and with a clear understanding of the developmental needs of young children.</p> <p>Understanding and experience of the Key Person role. Excellent ICT skills to promote learning.</p>	
Standards of Achievement	<p>Evidence of a commitment to high achievement. Understand the target setting process and its impact on whole school progression. Ability to positively encourage and support pupils. Very clear knowledge of assessment requirements.</p>	<p>Understanding of strategies to evaluate standards of achievement. Knowledge of the SEND Code of Practice. Understand the effective use of data to improve learning.</p>
Planning, Assessment and Curriculum Delivery	<p>Understands the principles and practice of observation, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children. Ability to link and target learning across curriculum areas. Strong organisational and planning skills.</p>	
Professional Skills		
	<p>Have a commitment to a high level of pastoral care. Demonstrate a passion for pupil aspiration and the ability to motivate pupils.</p>	

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	<p>Committed to continued personal and professional development, being reflective and learning from past experiences.</p> <p>Reflective practitioner – always looking to improve.</p> <p>Be able to priorities and effectively manage workload.</p> <p>Highly self-motivated and enthusiastic.</p> <p>Commitment to success in education.</p> <p>Willingness to accept responsibility and take initiative.</p> <p>Good teamwork and interpersonal skills.</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with pupils.</p>	
Personal Characteristics	<p>Values and respects the views of children.</p> <p>Reliable with great integrity.</p> <p>Well organised, enthusiastic, energetic and flexible.</p> <p>Resilient, able to work under pressure, with good time management.</p> <p>Approachable with excellent interpersonal skills.</p> <p>Self-motivated and able to take responsibility.</p>	
Safeguarding and School Ethos	<p>Know how to implement Safeguarding policy and procedures.</p> <p>Commitment to safeguarding and promoting the welfare and safety of children.</p> <p>Commitment to support the catholic ethos of the school and the mission values.</p>	<p>A practicing Catholic.</p> <p>Commitment to securing Catholics Teacher certificate or equivalent.</p>
<p>It is essential that you have a commitment to enhancing the life chances of all pupils, supporting and encouraging them through their time at St Michael's. You will need a personality and life ethos that will see you contribute to, and become an integral part of, a successful and friendly staff team.</p>		