



**HEDNESFORD HILLS FEDERATION**

**EYFS CLASS TEACHER PERSON SPECIFICATION**

FACTORS	ESSENTIAL	DESIRABLE	MEASURED BY
<p><b>QUALIFICATIONS AND SKILLS</b></p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of participation in school based and or/ LA Training and Development</li> <li>• Evidence of Leading whole school INSET</li> <li>• Evidence of participation in school development Activities</li> </ul>	<p>Yes Yes</p>	<p>Yes Yes</p>	<p>A A A/I A/I</p>
<p><b>SPECIAL KNOWLEDGE, ABILITIES AND/OR EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>• Knowledge of and experience of teaching in Early Years</li> <li>• High quality classroom practice</li> <li>• Early Years Curriculum and Birth to 5 Matters</li> <li>• The application of ICT to support teaching and learning across the curriculum</li> <li>• The use of assessment strategies to inform teaching and learning</li> <li>• An understanding of assessment, recording and reporting processes and procedures</li> <li>• Commitment to and ability to employ effective strategies for classroom management and organization, including positive behaviour strategies and constructive handling of problems</li> <li>• Able to provide an exciting and positive learning environment</li> <li>• Ability to meet the needs of all pupils, including those with SEN and those identified as Gifted and Talented</li> <li>• Keen to take an active role in extra-curricular activities</li> <li>• Understanding of quality transition across phase</li> <li>• Experience of effective deployment of support staff</li> </ul>	<p>Yes Yes Yes Yes  Yes Yes Yes  Yes Yes Yes Yes Yes</p>		<p>A I I A/I  I I I  A A/I I A/I A/I</p>

<p><b>PERSONAL QUALITIES</b></p> <ul style="list-style-type: none"> <li>• Be a role model of very good classroom practice and have the ability to lead by example, providing inspiration and motivation</li> <li>• Professionalism and loyalty</li> <li>• Commitment and enthusiasm</li> <li>• Flexibility</li> <li>• Communicate effectively with parents, colleagues and senior managers</li> <li>• Ability to work collaboratively within a team</li> <li>• Positive sense of humour</li> <li>• The ability to show initiative</li> <li>• Express personal ambition to succeed</li> </ul>	<p>Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>		<p>A A A A A I A I</p>
<p><b>EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>• Recent experience in preferred age range</li> <li>• Experience of working effectively in a team to plan, teach and assess</li> <li>• Prioritise tasks and manage time effectively</li> <li>• Demonstrate a clear educational philosophy and vision</li> <li>• Share expertise and support the professional development of colleagues</li> <li>• Lead and manage a subject area</li> </ul>	<p>Yes Yes Yes Yes Yes Yes</p>		<p>A A A A/I A A</p>
<p><b>*Key:    A Application    I Interview</b></p>			

**In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated, these will include:**

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline