



# HILLCROSS PRIMARY SCHOOL

## Person Specification – EYFS Primary Class Teacher

AP - Application Form

SP - Selection Process

REF - Reference

		Method of assessment
<b>Qualifications</b>	Qualified Teacher Status	AP
	Degree level qualification	AP
	Evidence of continuous professional development and commitment to further professional development relating to curriculum/learning and teaching	AP/REF
<b>Knowledge &amp; Experience</b>	Effective experience of successful teaching in the EYFS phase (nursery and/or reception)	AP/SP/REF
	Evidence of using effective teaching and learning styles in the EYFS including a play based approach	AP/SP/REF
	Understanding and experience of the theory behind providing effectively for the individual needs of all EYFS children	AP/SP/REF
	Knowledge and understanding of the EYFS Curriculum and experience of effective implementation of all areas of learning	AP/SP/REF
	Effective experience of monitoring, assessment, recording, tracking and reporting of pupils' progress	AP/SP/REF
	Effective experience of working effectively in partnership with parents	AP/REF
	Effective experience of leading a subject area, with ability to show whole school impact (after first ECT year)	AP/SP/REF
	Knowledge and understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection	AP/SP/REF
	Knowledge and understanding of current developments within education including ideas around pedagogy, external expectations and the curriculum, with a focus on EYFS.	AP/SP
	Effective experience of providing extra-curricular activities for children.	AP/SP/REF
	Knowledge and understanding of GDPR compliance and its implications	AP/SP
<b>Professional Skills</b>	Evidence of effective teaching in EYFS resulting in strong pupil outcomes	AP/SP/REF
	Ability to inspire and motivate children	AP/SP/REF
	Ability to assess children, use AfL effectively and plan accordingly; adapting learning and making reasonable adjustments to meet each child's needs	AP/SP/REF
	Ability to promote positive behaviour throughout the class and school, using a range of strategies that are adapted to the needs of individuals and groups as appropriate.	AP/SP/REF
	Strong interpersonal skills to develop positive, trusting pupil and parental relationships	AP/SP/REF
	Ability to work collaboratively as a member of a team	AP/SP/REF
	Ability to communicate effectively (both orally and in writing) to a variety of audiences	AP/SP/REF
	Ability to use ICT to enhance children's learning as well as for planning, developing the curriculum and communicating	AP/SP/REF
	Ability to identify own learning needs	AP/SP/REF



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<b>Professional Ethos &amp; Commitment</b>	A commitment to supporting the mission, vision, ethos and values of the school.	AP/SP/REF
	High expectations for self and others and a strong commitment to raising achievement.	AP/SP/REF
	Commitment to promote partnership with families and the wider community	AP/SP/REF
	High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child	AP/SP/REF
	If not already familiar, a commitment to develop an understanding of thinking tools so that they are used in all aspects of your work in school. (Training is provided!)	AP/SP
	Willingness to be involved in out of school and after school activities.	AP/REF
	Ability to form and maintain appropriate professional relationships and boundaries with children, young people and other vulnerable adults	AP/SP/REF
	Ability to act with empathy and understand the importance of looking after other peoples' children from a range of backgrounds	AP/SP/REF
<b>Personal Qualities</b>	Ability to understand the difficulties and pressures associated with caring for children/vulnerable adults and demonstrate appropriate coping mechanisms	AP/SP/REF
	Approachable with excellent interpersonal skills	AP/SP/REF
	Ability to lead, negotiate, motivate and challenge	AP/SP/REF
	High standards of presentation	AP/SP
	Ability to set and work to deadlines	AP/SP/REF
	Resilient, positive and retains a sense of humour.	AP/SP/REF
	Has a positive attitude to change and challenge, prepared to take calculated risks	AP/SP/REF
	Proven track record of achieving targets and seeing projects through to completion	AP/SP/REF
Flexible and willing to adapt as necessary	AP/SP/REF	

We are not looking for the impossible! If you think you have at least some of these attributes, we would very much like to hear from you.