



St Barnabas and St Philip's CE Primary School

Person Specification:
Early Years Practitioner

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good numeracy/literacy skills • Training in the relevant learning strategies • Level 3 in Early Years 	<ul style="list-style-type: none"> • Evidence of commitment to higher level professional development
Experience	<ul style="list-style-type: none"> • Successful and varied experience of teaching children in the EYFS • Evidence of exemplary classroom practice • Experience of making effective relationships with parents, communicating with them and encouraging their active participation in their child's education • Experience working with children of relevant age 	<p>In addition, the post holder might also have experience of:</p> <ul style="list-style-type: none"> • Working in a church school • Teamwork and support in an SEND context or with vulnerable children • Experience of working with pupils with additional needs • A proven track record of working as part of a team
Knowledge and understanding	<ul style="list-style-type: none"> • An understanding of relevant policies/codes of practice and awareness of relevant legislation • A general understanding of national/foundation stage curriculum and other relevant learning programmes/strategies • A basic understanding of principles of child development and learning processes • Ability to self-evaluate learning needs and actively seek learning opportunities • Ability to relate well to children and adults • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these • Ability to comply with policies and procedures relating to child protection, health, safety and security, confidentiality, data protection and equal opportunities 	<p>In addition, the post holder might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> • Establishing high quality nursery provision. • Statutory requirement for Nursery all year provision



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Skills	<ul style="list-style-type: none">• Ability to work as part of an EYFS team• Personal commitment to ensure that the provision of support is equally accessible and appropriate to meet the diverse needs of pupils.• Skilled at making & sustaining positive relationships with young children, developing their self-esteem and motivation so that they become resilient, independent learners• Capable of planning rich learning experiences, assessing the needs and achievements of all children, and maintaining appropriate records	<p>In addition, the post holder might also be able to:</p> <ul style="list-style-type: none">• Successful experience of engaging parents in the learning process.
Educational Philosophy	<ul style="list-style-type: none">• A child-centered approach to education which emphasizes the development of the individual• A strong commitment to the pursuit of excellence and success for all without the imposition of barriers to achievement• A demonstrated commitment to varied teaching and learning strategies to meet differing needs and learning styles• A strong commitment to team work.	
Personal Characteristics	<ul style="list-style-type: none">• Able to work co-operatively and collaboratively with colleagues at all levels• Able to communicate effectively and sympathetically with parents• A strong sense of professional integrity	
Equal Opportunities	<ul style="list-style-type: none">• A strong commitment to equal opportunities in practice which encompasses gender, race, religion and disability• A commitment to working positively within Academy policies and guidelines to effect positive attitudes and raised expectations in the Nursery.	