



Person Specification – EYFS Leader and Reception Class Teacher

Holy Trinity C of E (C) Primary School

Qualifications and Training

Criteria	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Degree or equivalent	✓	
Evidence of recent and relevant professional development	✓	
Further qualifications linked to EYFS, leadership, or SEND		✓
Experience or accreditation in delivering phonics programmes	✓	

Experience

Criteria	Essential	Desirable
Successful teaching experience in Early Years	✓	
Experience improving EYFS provision	✓	
Effective use of assessment to track progress	✓	
Experience maintaining high quality continuous provision	✓	
Experience working with parents, carers, external agencies	✓	
Coaching or mentoring experience		✓
Contribution to whole school priorities		✓

Professional Knowledge and Understanding

Criteria	Essential	Desirable
Understanding of child development in Early Years	✓	
Knowledge of EYFS Statutory Framework	✓	
Understanding of early reading, language, and phonics	✓	

Knowledge of safeguarding and KCSIE	✓	
Knowledge of inclusive practice and SEND	✓	
Awareness of EYFS–KS1 transition principles	✓	
Using research/evidence to inform practice	✓	

Leadership and Personal Qualities

Criteria	Essential	Desirable
Ability to lead, motivate, and inspire others	✓	
Clear vision for outstanding EYFS provision	✓	
Strong communication with pupils, staff, parents, community	✓	
Ability to build positive relationships	✓	
Reflective, solution-focused, outward looking	✓	
Strong organisational skills	✓	
Commitment to teamwork and collaboration	✓	
Ability to model Christian values	✓	
Potential for wider leadership growth	✓	

Teaching and Learning

Criteria	Essential	Desirable
Excellent classroom practitioner with high expectations	✓	
Ability to create safe and engaging environment	✓	
Skill adapting teaching for diverse needs	✓	
Ability to plan ambitious curriculum progression	✓	
Models high quality interactions and language	✓	
Experience with purposeful play and continuous provision	✓	
Evidence of securing strong pupil progress	✓	

Safeguarding and Personal Conduct

Criteria	Essential	Desirable
Commitment to safeguarding and welfare	✓	
Understanding of safer recruitment and KCSIE	✓	
Confidentiality, professionalism, integrity	✓	
Resilience, reliability, emotional maturity	✓	

Additional Suitability

Criteria	Essential	Desirable
Commitment to professional development	✓	
Contribution to wider life of the school	✓	
Flexibility, enthusiasm, positive mindset	✓	
Passion for Early Years and child-centred practice	✓	