

PERSON SPECIFICATION – EARLY YEARS LEAD - MPS/UPS + TLR2a

Category	Essential	Desirable	Where Identified
Application Form and Supporting Letter	<ul style="list-style-type: none"> • Completed, well presented application form • Fully supported in references • Well-structured supporting letter indicating vision for effective teaching, learning and assessment with examples of success 		<ul style="list-style-type: none"> • Application Form • References
Qualifications	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of further professional qualifications • Evidence of further study in Early Years Specialism 	<ul style="list-style-type: none"> • Application Form
Experience	<ul style="list-style-type: none"> • Successful experience of planning and teaching within the EYFS framework • Experience teaching in Early Years • Evidence of effective implementation of a child-initiated approach to learning • Evidence of highly effective classroom teaching skills 	<ul style="list-style-type: none"> • Experience of teaching in Early Years • Experience of directing the work of Teaching Assistants 	<ul style="list-style-type: none"> • Application Form • References • Interview
Professional Development	<ul style="list-style-type: none"> • Evidence of recent professional development • A willingness to continue learning and undertake further professional development and relevant training 		<ul style="list-style-type: none"> • Application Form • References • Interview
Skills	<ul style="list-style-type: none"> • Be an excellent classroom practitioner • Ability to plan, differentiate and deliver the curriculum effectively and assess pupil work accurately • Effective communication and interpersonal skills • Effective organisational and time management skills • Ability to work effectively with others as part of a team to achieve shared goals • Have a wide range of behaviour management skills 	<ul style="list-style-type: none"> • Knowledge and understanding of the needs of all pupils • Understanding and knowledge of analysing the performance of different groups of pupils 	<ul style="list-style-type: none"> • Application Form • References • Classroom/Lesson Observation • Interview

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	<ul style="list-style-type: none"> Track record of actively promoting safeguarding procedures in a school Ability to use ICT effectively both in classroom practice and for own professional work 		
Knowledge	<ul style="list-style-type: none"> Detailed knowledge of the structure and content of the EYFS framework Knowledge and understanding of the Primary Curriculum and National Strategies Understanding and knowledge of differentiating the curriculum as appropriate A clear understanding of the needs of primary children, including special needs and all other groups Use of assessment for learning to improve standards, including excellent marking 		<ul style="list-style-type: none"> Application Form References Classroom / Lesson Observation Interview
Personal Attributes	<ul style="list-style-type: none"> To create a safe, stimulating learning environment and have an innovative approach to teaching and learning A willingness to use a range of teaching strategies to ensure all pupils achieve their very best Reliability, commitment and positive enthusiasm Ability to work flexibly and respond positively to change Caring attitude to children, parents and colleagues Attend and participate in relevant meeting as required Willingness to commit to the wider school life e.g. lead an after school club 	<ul style="list-style-type: none"> Willingness to take part in extra-curricular activities and to actively involved in the full life of school An awareness of the wider professional role of teachers 	<ul style="list-style-type: none"> Application Form References Classroom / Lesson Observation Interview