

Criteria - Experience	Essential	Desirable
Experience teaching in EYFS	✓	
Experience specifically working in a Reception class and KS1		✓
Experience planning and delivering play-based learning	✓	
Strong understanding of the EYFS Statutory Framework	✓	
Experience supporting children with SEND or EAL		✓
Experience working collaboratively within a team		✓
Leading a non-core National Curriculum subject	✓	
Criteria - Knowledge & Understanding		
Knowledge of child development (birth to five)	✓	
Understanding of the Characteristics of Effective Learning	✓	
Knowledge of safeguarding and welfare requirements	✓	
Knowledge of Development Matters or Birth to 5 Matters		✓
Understanding of systematic synthetic phonics		✓
Understanding of high-quality continuous provision		✓
Teaching and Assessment Skills		
Ability to plan engaging, developmentally appropriate learning experiences	✓	

Ability to deliver high-quality phonics teaching	✓	
Ability to observe, assess and record learning effectively	✓	
Ability to use assessment to inform next steps	✓	
Ability to create a warm, stimulating, inclusive environment	✓	
Ability to complete the EYFS Profile confidently		✓
Ability to adapt provision for SEND and EAL learners		✓
Personal Qualities		
Warm and nurturing, with a child-centred approach	✓	
Creative, enthusiastic and passionate about Early Years	✓	
Strong communication in interpersonal skills	✓	
Reflective and open to feedback	✓	
Well organized and able to manage workload	✓	
Strong team player	✓	
Willingness to contribute to wider school life		✓
Professional Values		
Commitment to inclusion and meeting diverse needs	✓	
High expectations for all children	✓	
Commitment to building strong relationships with families, showing kindness and understanding	✓	
Willingness to lead or support an area of EYFS development		✓

Qualifications & Training		
Qualified Teacher Status	✓	
Evidence of recent professional development related to EYFS	✓	
Additional EYFS-specific training (Phonics, SEND, Early Language)		✓
Paediatric First Aid qualification		✓