



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

Bearbrook Combined School in partnership with The Great Learners Trust

	Person Specification	
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> NVQ Level 3 in Education/Early Years Qualifications in English and Maths (GCSEs or equivalent). 	<ul style="list-style-type: none"> Paediatric First Aid Safeguarding Basic food hygiene Evidence of commitment to on-going personal and professional development
EXPERIENCE	<ul style="list-style-type: none"> An understanding of effective practice in teaching all aspects of the Early Years and child development 	<ul style="list-style-type: none"> Experience of working with children under 5 Experience of working/volunteering in Early years setting
KNOWLEDGE & UNDERSTANDING	<p>Candidates should have knowledge and understanding of:</p> <ul style="list-style-type: none"> The theory and practice of providing effectively for the individual needs of all children. Good organisation which demonstrates good practice. 	<ul style="list-style-type: none"> Has experience of working/volunteering with SEND and EAL children. Experience of Monitoring, Assessment, Recording and Reporting systems. Has knowledge of supporting children with social, emotional and mental health needs. Sound understanding of legislation: Child Protection and Safeguarding. Experience of working with outside agencies/professionals.

SKILLS AND ABILITIES

- Ability to promote school's aims positively.
- An understanding of the ways children learn and how individual needs can be assessed and met.
- Ability to promote the inclusion of all pupils, ensuring they have equal opportunities to learn and develop.
- Ability to create a stimulating, challenging and effective learning environment.
- Ability to communicate effectively with parents and children.
- Be able to follow instructions from the line manager and take initiative.

Knowledge and understanding of ICT and its potential impact.

PERSONAL QUALITIES

- Ability to establish and develop close relationships with parents, pupils and staff.
- Positive behaviour management and sets very high expectations.
- Basic ICT skills (able to use Outlook for emails and Microsoft Word)
- Enthusiasm, imagination, positive outlook and can demonstrate initiative.
- Ability to work independently and collaboratively as a member of a team.
- Ability to develop good working relationships within a team.
- Build and maintain successful relationships with children, treating them with respect and consideration.
- Have the highest expectation that every child will make sustained academic and personal progress.
- Creative in problem solving with willingness to take on or try new approaches and ideas.
- A positive attitude towards professional development and your own learning.
- Reliability and integrity.
- Good personal organisation.
- Flexibility.
- A growth mindset.

- Worked as part of an effective team.
- An ability to stand back from situations and to appreciate wider implications.

