



HARLINGTON AND SUNDON LOWER SCHOOLS
Person Specification for Early Years Teacher



	Essential:	Desirable:
Qualifications	<ul style="list-style-type: none"> ● Qualified Teacher Status ● Educated to degree level 	<ul style="list-style-type: none"> ● Further professional qualifications in Early Years education ● Evidence of personal commitment to continuous professional development.
Professional Knowledge and Experience	<ul style="list-style-type: none"> ● Teaching experience in Early Years ● Ability to demonstrate good knowledge of the National Curriculum ● Proven record of sustained, effective teaching and learning ● Knowledge of the characteristics of effective teaching and learning ● Experience of target setting, monitoring and assessment, recording and reporting pupil progress ● Experience of using a range of strategies to meet individual learning needs ● Understanding of a range of diverse and additional Special Educational Needs ● Knowledge of effective ways of working with parents and careers ● Knowledge of statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEND and Child Protection. ● Knowledge of behavioural and motivational strategies to promote consistent behaviour and discipline 	<ul style="list-style-type: none"> ● Experience of teaching both Nursery and Reception ● Experience of teaching mixed Nursery and Reception cohorts ● Proven record of sustained, good or outstanding teaching strategies..
Personal Qualities and Skills	<ul style="list-style-type: none"> ● Demonstrate effective classroom practice and thorough planning, demanding expectations, clear targets for learning and effective use of assessment ● Ability to use ICT for teaching, learning, assessment and record keeping ● Ensure high levels of pupil interest and motivation ● Make warm and open relationships with adults and children ● Work as an effective team member to ensure the delivery of high quality teaching and learning ● Promote consistent behaviour and discipline ● Committed to safeguarding and promoting the welfare of children ● Have good personal organisation 	<ul style="list-style-type: none"> ● Knowledge of assessment for learning, use of developmental marking and feedback ● Willing to be fully involved in the life of the school community ● Flexibility and a good sense of humour

	<ul style="list-style-type: none">• Be positive, creative and energetic• Communicate effectively both verbally and in writing, to a variety of stakeholders• Committed to continuing professional development• Record of reliability, punctuality and have a good health record	
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