**The Federation of Broomhaugh and Corbridge**

**Church of England (VA) First Schools**

**PERSON SPECIFICATION – EYFS TEACHER**

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| **Factor** | **Essential** | **Desirable** | **Assessment**  |
| **Qualifications and****Training** | * Teaching qualification recognised by DfE.
* Recent appropriate CPD.
 | * Middle leadership qualification e.g. NPQML
* Maths/English Leadership CPD.
 | Application formReferences |
| **Experience** | * Relevant teaching experience in First or Primary School.
* Experience of team planning, moderation and assessment across EYFS.
* Experience of being trained / mentored or coached and able to reflect on the growth and development gained from the experience.
* Experience of planning for SEND and/or other pupil groups to ensure all personal needs are met.
 | * Experience of transition from nursery to Reception.
* Experience of end of EYFS expectations and requirements.
* Experience of working in partnership (across schools) within a group of practitioners/ leaders - demonstrating impact from your work.
* Experience of subject leadership and development.
 | Application formInterviewReferences |
| **Knowledge** | * A clear understanding of the essential qualities for effective teaching and learning and use of assessment.
* Knowledge of the EYFS Framework.
* Knowledge of developments within the EYFS Framework and effective approaches for challenge, differentiation and intervention support.
* An understanding of school improvement though formulating action plans and evaluating impact measures.
* Knowledge of use of data systems to inform effective teaching and learning, target setting, monitoring and progress.
 | * Knowledge of where Maths and/or English can fit into the wider curriculum and make valuable links in order to make all learning relevant across EYFS.
 | Application formInterviewReferences |
| **Skills and Abilities** | * Proven teaching skills which have led to optimum high levels of pupil progress for all pupil groups.
* Ability to analyse class performance and use assessment effectively to plan and personalise learning.
* Communicate effectively, using a variety of means, to a wide range of audiences.
* To be able to use technology effectively to enhance practice and prepare remote learning if necessary.
* To ensure effective curriculum coverage and plan an organised timetable to ensure all learning time is maximised.
* To effectively direct additional adults to ensure their impact on learning is measurable and best use of their time is always made.
* Promote a positive approach to all aspects of school life through enthusiasm, creativity and high standards.
 | * Ability to analyse data, evaluate performance and plan for whole school improvement through a subject specialism, demonstrating leadership ability.
 | Application formInterviewReferences |
| **Personal Qualities** | Committed to:* Ensuring that every child achieves their full potential, both academically and as well rounded individuals.
* Inclusion, equality and diversity.
* Sustaining a Christian ethos across the school.
* Fostering excellent relationships with existing staff, pupils, parents, governors and other stakeholders including St Andrew’s Church.
* Contribute to the school’s role as a fundamental part of the community.

The ability to:* Work effectively under pressure.
* Manage your time and prioritise effectively.
* Demonstrate resilience and tenacity.
* Work positively and effectively as part of our team.
* Appreciate and act upon feedback and development points from colleagues.
* Be able to respond positively to challenge and change.
 | * Lead, inspire, motivate and develop others to aim and achieve excellence.
* Be creative and innovative in relation to curriculum design, implementation and impact.
* The desire to organise and run extra-curricular opportunities for pupils.
* Show a commitment to serving the whole school community through engaging in events and fundraisers.
 | Application formInterviewReferences |
| **Safeguarding** | * Demonstrate appropriate behaviour and attitudes towards safeguarding and promoting the welfare of children and staff.
* Relevant safeguarding training
 | * Knowledge of the Evolve system and E-safety.
 | Enhanced DBSQualificationsReferences |