

## PERSON SPECIFICATION – Early Years Teacher and Nursery Team Lead

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms.

<p><b>Training &amp; Qualifications</b></p> <ol style="list-style-type: none"> <li>1. Qualified Teacher Status</li> <li>2. Evidence of continuing and recent professional development relevant to the post</li> </ol>	<p>Essential Essential</p>
<p><b>Knowledge and understanding</b></p> <ol style="list-style-type: none"> <li>1. Understanding of equality of opportunity issues and how they can be effectively addressed in schools.</li> <li>2. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment.</li> <li>3. Understanding of a diverse range of teaching and learning styles and techniques.</li> <li>4. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.</li> <li>5. Good understanding of effective procedures for managing and promoting positive behaviour among pupils.</li> <li>6. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.</li> <li>7. Clear understanding of data analysis and the important impact this can have on achievement and attainment.</li> </ol>	<p>Essential  Essential  Essential  Essential  Essential  Essential</p>
<p><b>Experience</b></p> <ol style="list-style-type: none"> <li>1. Successful experience of teaching in the relevant phase and ideally experience in other key stages.</li> <li>2. Proven record of raising attainment.</li> <li>3. Experience of promoting positive behaviour conducive to learning and which is focused on raising standards.</li> <li>4. Experience of promoting highly effective communications within and between teams and other stakeholders in the school community</li> </ol>	<p>Desirable  Essential  Essential  Essential</p>
<p><b>Characteristics and Competencies</b></p> <ol style="list-style-type: none"> <li>1. Ability to promote the school's aims positively.</li> <li>2. Ability to develop good personal relationships within a team; making an effective contribution to high morale.</li> <li>3. Ability to establish and develop close relationships with parents, governors and the community.</li> <li>4. Ability to communicate effectively (both orally and in writing) to a variety of audiences.</li> <li>5. Ability to create a happy, challenging and effective learning environment</li> <li>6. Boundless enthusiasm, determination and drive to inspire others to achieve high standards</li> <li>7. An appetite and stamina for challenging work</li> <li>8. A solution-focussed mindset and determined "no-excuses" approach to raising standards</li> <li>9. A personable nature to build effective relationships with parents and all members of the school community</li> <li>10. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership</li> <li>11. Ability and keenness to promote the school's positive culture and ethos</li> </ol>	<p>Essential  Essential  Essential  Essential Essential  Essential Essential  Essential  Essential</p>