



**Willoughby School**

**Early Years Teacher**

**Person Specification**

Criteria	Essential	Desirable
<b>Qualifications and Training</b>		
<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree in Relevant Subject</li> <li>• Evidence of recent in-service training</li> </ul>	<p>○</p> <p>○</p> <p>○</p>	
<b>Teaching and Learning. Successful experience of:</b>		
<ul style="list-style-type: none"> <li>• Teaching consistently good and outstanding lessons</li> <li>• Teaching Early Years or Primary pupils</li> <li>• Teaching students with Special Educational Needs</li> <li>• Using a range of teaching and learning techniques and styles</li> <li>• Raising levels of achievement</li> <li>• Innovative curriculum delivery and development</li> <li>• The use of performance data to track student progress and monitor achievement</li> </ul>	<p>○</p> <p>○</p> <p>○</p> <p>○</p>	<p>○</p> <p>○</p> <p>○</p>
<b>Attributes and Abilities</b>		
<ul style="list-style-type: none"> <li>• High expectations of self and others</li> <li>• Personal impact and presence</li> <li>• Flexibility and adaptability to changing circumstances and new ideas</li> <li>• Energy and perseverance</li> <li>• Empathy, humility and humour</li> <li>• Self-confidence and enthusiasm</li> <li>• Vision, imagination and creativity</li> <li>• Ability to foster a culture of respect and openness</li> <li>• Reliability, loyalty and integrity</li> <li>• Commitment to professional development as a lifelong learner</li> <li>• Emotional intelligence</li> <li>• An excellent record of attendance and punctuality</li> </ul>	<p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p>	
<b>Communication and Teamwork. The ability to:</b>		
<ul style="list-style-type: none"> <li>• Communicate effectively, orally and in writing, with all school stakeholders</li> <li>• Discuss and consult effectively</li> <li>• Analyse, understand and interpret relevant information and data</li> <li>• Think creatively and imaginatively to anticipate and solve problems and identify opportunities</li> <li>• Prioritise and manage time effectively</li> <li>• Achieve challenging professional targets and goals</li> </ul>	<p>○</p> <p>○</p>	<p>○</p> <p>○</p> <p>○</p>

Equal Opportunities		
<ul style="list-style-type: none"> <li>• Commitment towards adherence to the principles set out within the School's Equality Policy</li> <li>• Commitment to the promotion of equal opportunities in the work situation with all pupils and staff</li> <li>• Strategies for ensuring equal opportunities for staff and students</li> </ul>	<p>○</p> <p>○</p> <p>○</p>	