**Post Title:** Early Years Teacher

**Reports to:** Headteacher and Assistant Head

**Grade:** MPS

|  |  |  |
| --- | --- | --- |
| **Attributes** | E= EssentialD= Desirable | **Evidence**A= ApplicationI = InterviewT= TaskV= Visit |
| **Qualifications and Experience**1.1 Qualified to degree level including Qualified Teacher Status 1.2 Early Years specialist training1.3 To have teaching experience with children under five | EEE | AAA |
| **Professional Knowledge and Experience**2.1 Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage and a commitment to the highest standards of teaching and learning 2.2 A clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning in the Early Years Foundation Stage2.3 A clear understanding of the importance of play in children’s learning2.4 A clear understanding of the importance of involving parents in their children’s learning2.4 An understanding of the principles and practices of observations, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children2.5 To have experiences of working with children with SEND including children with Autism2.6 Experience and understanding of the key person role2.7 The ability to meet all children’s needs to ensure every child makes good progress including those with English as an additional language and children with additional or complex needs or disabilities2.7 To be able to manage children’s unwanted behaviour in a positive and sensitive way. 2.8 To create a welcoming and stimulating learning environment in which children can be autonomous learners. 2.9 A positive approach to the outdoors and the ability to use the outdoor environment to support children’s learning across all areas of learning2.10 The ability to contribute to the development of an area of learning 2.11 To be an effective and enthusiastic team leader, recognising the strengths, qualities and contributions of colleagues. 2.12 The ability to maintain professional and positive relationships with children, staff, parents, outside agencies and governors2.13 A commitment to the health, safety, welfare and safeguarding of all children2.14 To have an up-to-date knowledge of relevant legislation and guidance in relation to working with and the protection and safeguarding of children and young people | EEEEEDDEEEEEEEEE | A/I/TA/I/TA/I/TA/IA/I/TA/I/TA/IA/I/TA/I/T A/IA/I/TA/IA/I/VA/I/TA/IA/I |
| **Professional skills**3.1 To demonstrate the skills of a good teacher, including the ability to:* Use first hand experiences to interest and encourage and engage pupils
* Provide appropriate levels of challenge so that all pupils make good progress
* Use assessment information effectively to plan possible lines of direction in children’s learning

3.2 To have the capacity to lead colleagues including nursery nurses, teaching assistants, special support assistants and students and be involved in their appraisals 3.3 To work collaboratively and supportively with colleagues within the Federation and outside agencies3.4 To be willing to work within the Federation’s procedures and policies3.5 The ability to respond to challenges with optimism 3.6 To be committed to continual personal and professional development. To be reflective and learn from past experiences3.7 To be committed to equality, diversity and the inclusion of all3.8 To be able to communicate clearly both orally and in writing* 1. To have the ability to make a significant contribution to the Federation’s aims, values and vision through the self-evaluation and improvement process
 | EEEEEEEEE | A/I/TA/I/TA/IA/IA/IA/IA/IA/IA |
| **Personal Characteristics**4.1 Reliable with a high degree of integrity4.2 Approachable with excellent interpersonal skills when dealing with others on all levels4.3 Well-organised, enthusiastic, energetic and flexible4.4 Resilient and demonstrates the ability to work under pressure4.5 Values and respects the views of children4.6 Self-motivated and able to take initiative and responsibility 4.7 A willingness to learn with and from colleagues4.8 Proactive in maintaining own professional development and can seek help from others when needed4.9 A commitment to take part in all aspects of the life of the Federation, including meetings, training, special events and other activities as required4.10 Adheres to the Federation’s code of conduct | EEEEEEEEEEE | A/IA/I/T/VA/I/T/VA/I/T/VA/I/T/VA/I/T/VA/I/T/VA/IA/IA/IA/I |